

Labor and Trades and Safety and Regulatory Units

Collective Bargaining Agreement

Between

The State of Michigan

and

The Michigan State Employees
Association

Text approved by the Civil Service Commission
December 14, 2016

Wages and Benefits: October 1, 2016 – September 30, 2019
Non-economic Provisions: January 1, 2016 – December 31, 2018

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ARTICLE 1
PREAMBLE

This Agreement is made and entered into at Lansing, Michigan, by and between the State of Michigan and its principal Departments and Agencies (hereinafter referred to as the "Employer"), represented by the State Employer, and the Michigan State Employees Association (hereinafter referred to as "MSEA"), as exclusive representative of employees employed by the State of Michigan and as specifically set forth in Article 3, shall be effective when it has been ratified by the Employer and MSEA and approved by the Civil Service Commission.

All non-economic provisions contained in this Agreement will be effective according to their terms upon ratification. Economic provisions of this Agreement shall become effective on the date specified in the particular Article. No provisions of this Agreement shall apply retroactively unless so specified in the particular Article.

If an agreement is not reached by the parties but goes to the impasse panel in accordance with Civil Service Rules and Regulations, a ratification vote will not be held.

ARTICLE 2
PURPOSE AND INTENT

A. It is the purpose and intent of this Agreement to provide for the wages, hours and terms and conditions of employment of the employees covered by this Agreement, to recognize the continuing joint responsibility of the parties to provide efficient and uninterrupted services and satisfactory employee conduct to the public, and to provide an orderly, prompt, peaceful and equitable procedure for the resolution of differences between employees and the Employer. Upon approval by the Civil Service Commission, the provisions of this Agreement shall automatically modify or supersede: (1) conflicting rules and regulations of the Civil Service Commission pertaining to wages, hours, and terms and conditions of employment that are mandatory subjects of bargaining; and (2) conflicting rules, regulations, practices, policies and agreements of or within Departments/Agencies pertaining to terms and conditions of employment.

B. If, during its term, the parties hereto should mutually agree to modify, amend or alter the provisions of this Agreement, in any respect, any such changes shall be effective only if reduced to writing and executed by the authorized representatives of the State Employer and MSEA and approved by the Civil Service Commission.

C. No individual employee or group of employees, acting independently of MSEA, nor appointing authority, department or agency acting independently of the State Employer, may alter, amend, modify, or disregard any provisions hereof.

D. Economic benefits which were in effect on the effective date of this Agreement, and which are not specifically provided for or abridged by this Agreement, will

ARTICLE 3

continue in effect under conditions upon which they had previously been granted throughout the life of this Agreement unless altered by mutual consent of the Employer and the MSEA and approved by the Civil Service Commission.

ARTICLE 3 **RECOGNITION**

A. Representation Units.

The Employer recognizes MSEA as the exclusive representative and sole bargaining agent for the Bargaining Unit of employees represented by the following certifications of the State Personnel Director:

Labor & Trades Unit - certified March 27, 1979

Safety & Regulatory Unit - certified September 14, 2001

The employees covered by this Agreement shall be those in the classifications listed in Appendix A and Appendix B of this Agreement and such other classifications as may be assigned to the Unit under the Civil Service Rules and Regulations and/or in accordance with the provisions of this Agreement.

B. Classifications.

1. The parties will review and at the request of MSEA meet to discuss the abolishment of existing Unit classifications as well as all new or revised Bargaining Unit classifications and sub-class codes. Any other new or revised classifications, selective position requirements and sub-class codes consisting in part of duties of existing Unit classifications and all supervisory classifications of Unit classes shall also be reviewed and discussed at the request of MSEA.
2. When the Employer recommends creation of a new classification, selective position requirements and/or sub-class codes, the Employer shall give concurrent notice to MSEA describing the class created, the number of positions, proposed salary range and the Bargaining Unit into which the Employer believes the new class should be placed.
3. The MSEA shall receive concurrent copies of recommendations or requests to Civil Service to abolish, modify or create Bargaining Unit classifications, selective position requirements and sub-class codes, classifications consisting in part of duties of existing Unit classifications, and all supervisor classifications of Unit classes, sent to Civil Service by departments or the Office of the State Employer. All copies of recommendations by MSEA to abolish, modify or create classifications, selective position requirements and sub-class codes shall be forwarded to the Office of the State Employer. The inclusion or exclusion of newly created classifications shall be resolved in accordance with the Civil Service Rules and Regulations.

4. Existing Representational Unit positions shall not be excluded from the Bargaining Units by or at the request of the Employer, without prior agreement of the parties. If no agreement is reached, the matter will be resolved through a Unit clarification hearing or such other hearing as may be established by the Civil Service Rules and Regulations.

5. Representation Unit positions shall not be reclassified, reallocated or retitled by or at the request of the Employer for the sole purpose of removing same from the Unit(s) without prior agreement between the parties. This provision shall not be construed to prohibit the Employer from reallocating positions that have been downgraded for training because of the unavailability of a register. Classified employees in classes and positions assigned to these Units in accordance with this Section shall be subject to the provisions of this Agreement.

6. In the event of any layoff within a department, the Employer shall not abolish, modify or create new positions for the purpose of avoiding recall of laid off Bargaining Unit employees.

C. Appointment Duration.

The parties agree that Appendix C describes the appointment duration of employees covered by this Agreement and such definitions and benefit coverages are, hereby, incorporated into this Agreement by reference and shall constitute the sole applicable definitions and benefit descriptions thereof.

When the Employer fills a limited term appointment the Employer shall notify the MSEA. When a limited term appointment is to be extended, the Employer will provide advance notice to the MSEA no less than ten (10) working days prior to the effective date of the extension. Disputes regarding notice shall not be grievable.

ARTICLE 4
ASSOCIATION RIGHTS

A. Aid to Other Organizations.

The Employer agrees not to, and shall cause its designated agents not to, aid, promote or finance any other labor or employee organization which purports to engage in employee representation of employees in these Units, or make any agreements with any such group or organization for the purpose of undermining MSEA's representation of the Bargaining Units covered by this Agreement.

Nothing contained herein shall be construed to prevent any representative of the Employer from meeting with any professional or citizen organization for the purpose of hearing its views, provided that as to matters which are mandatory subjects of negotiation, any changes or modifications in conditions of employment shall be made only through negotiations with MSEA.

ARTICLE 4

Nothing contained herein shall be construed to prevent any individual employee from (1) discussing any matter with the Employer and/or supervisors, or (2) processing a grievance in his/her own behalf in accordance with the grievance procedure provided herein.

MSEA agrees not to use any service or privilege provided in this Article for purposes of organization or political activity in violation of this Agreement, Civil Service Commission Rules and Regulations, or applicable State Law. Violation of this provision shall constitute the basis of revoking such services or privileges.

B. Information Provided to MSEA.

1. The Employer agrees to furnish to MSEA in electronic format a biweekly transactions report listing employees in these Units who are hired, rehired, reinstated, transferred into or out of the Bargaining Unit(s), transferred between Agencies and/or Departments, promoted, reclassified, downgraded, placed on leaves of absence(s) of any type including disability, placed on layoff, recalled from layoff, separated (including retirement), who have been added to or deleted from the Unit(s) covered by this Agreement, or who have made any changes in Employee Organization deductions. This report shall include the employee's name, employee identification number, employee status code, job code description (class/level), personnel action and reason and effective start/appointment and end/expiration date, process level and former or new Department/Agency.

2. The Employer will provide to MSEA in electronic format a biweekly demographic report which shall contain the following information for each employee in the Bargaining Unit(s): the employee's name, employee identification number, street address, city, state, zip code, job code description (class, level and sub-class code), sex, race, birth date, hire date, department, agency, TKU, Union deduction code and amount, status code (appointment code), position code, leave of absence/layoff effective date, continuous service hours, county code, Unit code and hourly rate. The parties agree that this provision is subject to any prohibition imposed upon the Employer by courts of competent jurisdiction.

3. Membership dues and Agency Shop deductions for each biweekly pay period shall be remitted to the designated Executive Officer of MSEA, with an alphabetical list of names, by Department and Agency, of all enrollments, cancellations with departure coding, when available, deduction changes, additional deductions, name and/or employee identification number change, after the close of the pay period of deduction. The Employer shall provide to the Executive Officer of MSEA an alphabetical listing, by Department and Agency, identifying those employees who have valid dues deduction authorization on file with the Employer from whose earnings no deduction of dues was made. Unavoidable delays shall not constitute a violation of this Agreement.

4. The reports listed in Subsections 1, 2 and 3 above shall be provided in hard copy form or other format, including electronic data transfer.

C. Bulletin Boards.

The Employer agrees to furnish space for MSEA bulletin boards at reasonable locations mutually agreed upon in secondary negotiations for use by MSEA to enable employees of the Representation Unit to see materials posted thereon by the MSEA. Locations will normally be at or near an area where employees in these Units have reasonable access or congregate. The normal size of new bulletin boards will not exceed twelve (12) square feet. The Employer will continue providing bulletin boards provided under prior agreements with the MSEA and they need not conform to the normal size.

In the event that new bulletin boards are mutually agreed upon, the MSEA shall pay 100% of the material cost of such new boards. MSEA may furnish its own bulletin boards compatible with Employer locations which will be installed by the Employer in convenient locations as agreed in secondary negotiations. MSEA postings shall be restricted to bulletin boards provided for under this Agreement.

All materials shall be signed, dated and posted by the MSEA President or his/her designee and shall relate only to the matters listed below:

1. MSEA recreational and/or social affairs;
2. MSEA appointments;
3. MSEA election information;
4. Results of MSEA elections;
5. MSEA meetings;
6. Rulings or policies of MSEA;
7. Reports of MSEA standing committees;
8. Any other material authorized by the Employer or his/her designee and the President or his/her designee.

No partisan political literature, nor materials ridiculing individuals by name or obvious direct reference, nor defamatory or detrimental to the Employer or MSEA shall be posted. The bulletin boards shall be maintained by MSEA and shall be for the sole and exclusive use of MSEA. The Employer may remove posted material which violates the provisions of this Section and shall provide prompt notice of any removal to the President or his/her designee. In addition, the Employer will endeavor to make certain that unauthorized removal of material from MSEA bulletin boards does not occur.

D. Mail Service.

MSEA shall be permitted to use the internal mail systems of the State, both interdepartmental and intra-departmental to communicate on issues such as individual or group grievances, notice of meetings with State Departments,

ARTICLE 4

transmittals or responses from State Departments, and all other matters which originate from conducting business with the State. Such mailings shall be of a reasonable size, volume and frequency.

Use of the mail system shall not include any U.S. mails or other commercial or statewide delivery services used by the State that are not a part of the internal mailing systems.

The use of the mail shall be restricted to only that mail necessary to conduct business with or communicate with State offices regarding Union activities. Those items which originate from or are solely intended to inform or conduct Union business shall be prohibited.

Mail must originate from:

1. Employee to employee;
2. Steward to employee;
3. Employee to Steward;
4. Employee or Steward to Department or Agency personnel.

The MSEA shall be prohibited from processing MSEA originated mailings through the State mail system as this is in violation of the Private Express Statutes, Part 310 or 39 F.R. 36114 of the Federal Regulations. It is also in violation of the Administrative Manual Procedure, Chapter 6, Section 2, Subject 31.

No partisan political literature nor material ridiculing individuals by name or obvious direct reference nor defamatory or detrimental to Employer or MSEA shall be distributed through the mail system.

The Employer shall be held harmless for delivery and security of such mail, including mail directed to MSEA members from outside the Agency. However, the Employer shall not intentionally open, alter, intercept, delay, or in any manner, tamper with Articles so mailed, if marked "MSEA Confidential" or "Confidential".

E. MSEA Information Packet.

The Employer agrees to furnish to new employees in the Units covered by this Agreement a packet of informational materials supplied to the Employer by the MSEA President or his/her designee. The Employer retains the right to review the material supplied and to refuse to distribute any partisan political literature or material ridiculing individuals by name or obvious direct reference or materials defamatory or detrimental to the Employer or MSEA.

F. MSEA Meetings in State Premises.

The Employer agrees to furnish State conference and/or meeting rooms for MSEA local meetings upon prior request by the local representative or his/her designee, subject to approval by the appropriate local Employer Representative. Expected

attendance cannot exceed the capacity of the room requested. Such facilities shall be furnished to MSEA in accordance with usual Agency practices. MSEA meetings on State premises shall be governed by the Employer's operational considerations and shall be confined to the approved locations. The parties understand that Management has the right to limit access to State owned or leased buildings. Such limitations shall be based on operational and security considerations.

G. Telephone Directory.

The Employer agrees to publish free of charge the telephone numbers and business addresses of MSEA Offices in the next State of Michigan telephone directory as published by the Department of Technology, Management and Budget. Such listing shall include the identification of a reasonable number of MSEA staff/officers. The Employer agrees to extend the right provided in this Section to any new full time staff offices operated by MSEA. This shall not apply to office space granted pursuant to Section H. of this Article. The listing of MSEA Central Office and MSEA spokespersons in a departmental telephone directory shall be a proper subject of secondary negotiations only upon mutual agreement of the Union and the departmental Employer.

H. Office Space.

The Employer agrees to continue to provide reasonable office space in institutional settings where such office space is currently provided. For purposes of this Section only, an institutional setting refers to a round-the-clock residential site. Confidentiality of the records and the access to that office space is an appropriate subject for secondary negotiations. In addition, where office space is not currently provided, the Employer agrees that, subject to its availability, office space and the confidentiality of records and access to that space at those institutional settings is an appropriate subject for secondary negotiations.

Such premises shall be for the sole and exclusive use of MSEA, and shall be provided to MSEA, for the lowest possible charge or fee, if required. This fee shall not include telephones. Access and security will be in accordance with institution or departmental rules. MSEA will maintain such space in appropriate condition and in accordance with its lease or other requirements of the Employer.

Subject to the following, all office space currently being used by MSEA under this Section may continue to be used, provided that the following paragraph of this Section may be invoked by the Employer.

Subject to its availability and in accordance with Department of Technology, Management and Budget and/or Departmental regulations, MSEA shall be permitted to lease office space in State owned buildings. No partisan political activity shall be conducted in such facilities, and no partisan political literature or material ridiculing individuals by name or obvious direct references or defamatory or detrimental to the Employer, shall be prepared in or distributed from such facilities.

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1 The Employer reserves the right to withdraw approval for MSEA's use of such
2 premises, upon thirty (30) days written notice to MSEA only due to operational
3 requirements, failure to pay rental charges, misuse by MSEA or its Agents, or
4 interference with State operations in accordance with terms of the lease. If approval
5 is withdrawn due to operational requirements, the Employer will make a good faith
6 effort to provide alternative office space.

7 **I. Access to Premises by MSEA Representatives**

8 The Employer agrees that non-employee Officers and Representatives of MSEA shall
9 be admitted to the non-public portions of the premises of the Employer during working
10 hours and upon arrival will give notice to the designated Employer Representative
11 unless a different procedure is agreed to in secondary negotiations. Such visitation
12 shall only be for the purpose of participating in Labor-Management Meetings,
13 conducting MSEA internal business related to these Bargaining Units on non-work
14 time of all participants, interviewing grievants, attending grievance
15 hearings/conferences, and for other reasons related to the administration of this
16 Agreement. Only designated non-work and meeting areas may be used for this
17 purpose. Exceptions shall be only with Employer permission. Employee
18 representatives shall have access to the premises in accordance with this Agreement.

19 MSEA agrees that such visitations shall be carried out subject to operational or
20 security measures established and enforced by the Employer.

21 The Employer may designate a private meeting place or may provide a representative
22 to accompany the MSEA Officer or Representative where operational or security
23 considerations do not permit unaccompanied MSEA access. The Employer
24 Representative shall not interfere with or participate in these visitation rights. The
25 Employer reserves the right to limit the number of representatives permitted on the
26 premises at any one time in accordance with operational and security needs and to
27 suspend such access rights during emergencies, or in the case of abuse.

28 **J. MSEA Presentation.**

29 During a planned orientation of a new Representational Unit employee(s), MSEA shall
30 be given an opportunity to introduce one local MSEA Representative or one central
31 MSEA Staff Representative to speak briefly to describe MSEA, its rights and
32 obligations as an exclusive representative. At least one (1) Employer Representative
33 may attend said presentation as an observer, but shall not participate in and/or
34 interfere with the MSEA presentation. No partisan political material, nor materials
35 ridiculing individuals by name or obvious direct reference or defamatory or detrimental
36 to the Employer shall be contained in such presentation. Violation of this prohibition
37 shall be cause for suspension and/or revocation of this right by the Employer.

38 Where the Local Representative is making the presentation, such Local
39 Representative shall be a designated MSEA Representative at the work location
40 premises at which the presentation is made. If the orientation is conducted off the work
41 premises, the Local Representative shall have an opportunity to participate in
42 accordance with this Section.

1 Scheduling of presentations by the Employer may, when necessary, be done before
2 or after regular work hours with the understanding that attendance will be encouraged.

3 The Employer will notify MSEA whenever a new employee is to be added to any
4 Bargaining Units represented by MSEA. Such notification shall be submitted to the
5 MSEA Central Office within thirty (30) calendar days from date of hire. The scheduling
6 and handling of presentations under this Section may be discussed in secondary
7 negotiations.

8 **K. Picketing.**

9 The parties recognize that MSEA may engage in peaceful, informational picketing in
10 accordance with law, the Civil Service Commission Rules and Regulations, and this
11 Agreement. The following guidelines and provisions, although not necessarily
12 exclusive, are agreed to by the parties:

- 13 1. Picketing will be peaceful and non-threatening.
- 14 2. Picket line members, if employees in a covered Bargaining Unit, will be off duty.
- 15 3. Pickets will not cause entry to State-owned or occupied premises to be delayed or
16 denied or attempt to persuade employees or the public not to cross picket lines.
- 17 4. All picketing paraphernalia will be removed from the picketing site by MSEA
18 whenever picketing is not being engaged in.
- 19 5. Picketing will be conducted only at entrances to Employer owned or occupied
20 premises, in a manner which does not impede or interfere with the public's use of
21 public property, and only on portions of public property where such picketing does
22 not interfere with normal operations or access.

23 **L. Employee Organization Activity.**

24 Bargaining Unit employees, including MSEA Officers and Representatives, and
25 authorized non-employee MSEA Representatives, shall not conduct any MSEA
26 activities or MSEA business on State work time or at State work locations except as
27 specifically authorized by the provisions of this Agreement. However, the Employer
28 agrees that messages for MSEA officers and representatives shall be received and
29 forwarded in a timely manner.

30
31 **ARTICLE 5**
32 **MANAGEMENT RIGHTS**

33 It is understood and agreed by the parties that the Employer possesses the sole
34 power, duty and right to operate and manage its Departments, Agencies and
35 programs and carry out constitutional, statutory and administrative policy mandates
36 and goals. The powers, authority and discretion necessary for the Employer to
37 exercise its rights and carry out its responsibilities shall be limited only by the express
38 terms of this Agreement. Any term or condition of employment other than the wages,

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benefits and other terms and conditions of employment specifically established or modified by this Agreement shall remain solely within the discretion of the Employer to determine, modify, establish or eliminate.

However, when the Employer intends to make any adverse changes in beneficial written employment policies or procedures, it shall, prior to implementation, notify the MSEA of such intent and, upon MSEA request, the parties shall meet in a good faith effort to address and attempt to resolve MSEA's concerns.

Management rights include, but are not limited to, the right, without engaging in negotiations, to:

1. Determine matters of managerial policy; mission of the Agency; budget; the method, means and personnel by which the Employer's operations are to be conducted; organization structure; standards of service and maintenance of efficiency; the right to select, promote, assign or transfer employees; discipline employees for just cause; and in cases of temporary emergency, to take whatever action is necessary to carry out the Agency's mission. However, if such determinations alter conditions of employment to produce substantial adverse impact upon employees, the modification and remedy of such resulting impact from changes in conditions of employment shall be subject to negotiation requirements. Such negotiations shall not be required where the action of the Employer is governed by another Article of this Agreement.

2. Utilize personnel, methods and means in the most appropriate and efficient manner as determined by the Employer.

3. Determine the size and composition of the work force, direct the work of the employees, determine the amount and type of work needed and, in accordance with such determination, relieve employees from duty because of lack of funds or lack of work.

4. Make reasonable work rules which regulate performance, conduct, and safety and health of employees, provided that changes in such work rules shall be reduced to writing and furnished to MSEA for its information in accordance with Article 20.

It is agreed by the parties that none of the management rights noted above or any other management rights shall be subjects of negotiation during the term of this Agreement; provided, however, that such rights must be exercised consistently with the other provisions of this Agreement.

This Agreement, including its supplements and exhibits attached hereto (if any), concludes all negotiations between the parties during the term hereof, and satisfies the obligation of the Employer to bargain during the term of this Agreement. MSEA acknowledges and agrees that the bargaining process, under which this Agreement has been negotiated, is the exclusive process for affecting terms and conditions of employment at both primary and secondary levels, and such terms and conditions shall not be addressed under the Conference Procedure of the Civil Service Commission Rules and Regulations.

The parties acknowledge that, during the negotiations which preceded this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any negotiable subject or matter, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. This Agreement, including its supplements and exhibits attached hereto, concludes all collective bargaining between the parties during the term hereof, and constitutes the sole, entire and existing Agreement between the parties hereto, and supersedes all prior agreements, and practices, oral and written, expressed or implied, and expresses all obligations and restrictions imposed upon each of the respective parties during its term, provided that Article 2, Section D, shall not be impaired. All negotiable terms and conditions of employment not covered by this Agreement shall be subject to the Employer's discretion and control.

ARTICLE 6 **MSEA DUES**

The parties understand and agree that the provisions set forth in Article 6 shall only be applied in accordance with current law. To the extent permitted by the Rules of the Michigan Civil Service Commission and Regulations of the Civil Service Commission, it is agreed that:

A. Dues Deduction.

Upon receipt of a voluntarily completed and signed individual authorization form from any of its employees covered by this Agreement, currently being provided by MSEA and approved by the State Personnel Director, the Employer will deduct those voluntary dues required for the employee's membership in the MSEA.

Such voluntary authorizations shall be effective only as to membership dues becoming due after the delivery date of such authorization to the personnel office of the employee's Appointing Authority. New individual authorizations will be submitted on or before the 9th day of any pay period for deduction the following pay period. Voluntary deductions shall be made only when the employee has sufficient earnings to cover same after deductions for Federal Social Security (F.I.C.A.); individually authorized deferred compensation; Federal Income Tax; State Income Tax; local or city income tax; other legally required deductions; individually authorized participation in State programs and enrolled employees' share of insurance premiums. The amount of membership dues deductions shall be as certified to the Employer in writing by the authorized representative of MSEA.

Such voluntary authorizations of employees transferred from one Agency or Department to another and within these Bargaining Units shall automatically remain in effect. Employees promoted or transferred out of a Bargaining Unit covered by this Agreement shall not automatically remain on payroll deduction, except as provided by the Civil Service Rules and Regulations. Employees recalled from indefinite layoff of less than 180 days, employees recalled from seasonal layoff or returning from leaves

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of absence shall resume payroll deduction of voluntary dues, commencing the first pay period of work. Dues deduction authorization may be revoked by the employee furnishing written notice of such revocation to the personnel office of the employee's Appointing Authority.

For all employees returned to employment from indefinite layoff of less than 180 days, or seasonal layoff, leave of absence or reinstatement within the same department/agency who had previously signed an authorization deduction form, the previous voluntary authorization deduction form shall remain in effect. Those payroll deductions shall commence the first pay period of the employees return to work.

B. Employer Notification.

The Appointing Authority shall inform the Union of all new bargaining unit employees and employees returning from leave or layoff, upon hire or return as provided in Article 4, Section J, and employees transferred into any MSEA Bargaining Unit.

C. Reimbursement.

The Employer agrees not to reimburse membership fees to any employee without prior written notification to MSEA.

ARTICLE 7 **MSEA BUSINESS AND ACTIVITIES**

A. Time Off for MSEA Business.

1. To the extent that attendance for MSEA business does not substantially interfere with the Employer's operation, properly designated MSEA Representatives, regardless of shift assignment, shall be allowed time off without pay for the following: MSEA Board of Directors Meetings, MSEA Executive Council Meetings, state or area-wide MSEA Committee Meetings, MSEA General Assembly, MSEA sponsored training and other Union business.

Employees who have been granted leave without pay shall not earn annual, sick, or length of service credits during the time spent in authorized Association activities. Such lost time shall not be detrimental in any way to the employee's record. The parties agree to minimize time lost from work under this Article.

2. Except as may be mutually agreed to locally, on a case by case basis, an employee shall furnish written notice of the employee's intention to attend a function listed in Paragraph 1 above to his/her immediate supervisor, at least two (2) work days before the start of the pay period in which the leave is to be used, or in advance of the date that work schedules must be established in accordance with Article 14, Section D, of this Agreement.

In addition to the notice from the employee required above, except as may be mutually agreed to locally on a case by case basis, the MSEA President, designee or his/her constitutionally mandated successor shall also provide, at least two (2)

work days before the start of the pay period in which the leave is to be used, or in advance of the date that work schedules must be established in accordance with Article 14, Section D, of this Agreement, written notice containing the name(s) and Department/Agency affiliation of employees designated by MSEA to attend such MSEA designated functions.

MSEA will provide such written notice to the named employee's immediate supervisor, the Office of the State Employer and the employee's department. No employee shall be entitled to be released and the Employer is under no obligation to permit repurchase of annual leave, pursuant to these provisions, unless designated by the President, designee or his/her constitutionally mandated successor as provided above.

3. The employee may utilize any accumulated time (compensatory or annual) in lieu of taking such time off without pay. Employees who are not at or near their annual leave cap and who also have accrued compensatory leave hours may, at the employee's request, utilize annual leave and not compensatory leave. When the employee elects to utilize annual leave credits, MSEA may "buy back" such credits up to a limit of one hundred twenty (120) hours each fiscal year, subject to the following regulations:

- a. Employees shall be permitted annual leave absence from work for such MSEA business only up to a maximum of their accrued credits.
- b. MSEA may reinstate only such employee-expended credits used in the previous twelve (12) months by cash payment to the Department Personal Services Account at the employee's current daily rate. MSEA shall forward to the department the net amount of refund (gross salary less employee's federal, state and city withholding tax deductions, and social security tax). This provision shall be administered in compliance with applicable tax statutes.
- c. MSEA shall be allowed to exercise the option of reinstating annual leave for any one employee, as requested.

B. MSEA Officers.

MSEA agrees to furnish to the Office of the State Employer in writing the names, Departments/Agencies, and MSEA Office held of all elected or appointed members of the MSEA Board of Directors, Executive Council members and departmental caucus spokespersons within thirty (30) days of the effective date of this Agreement. Similar written notification shall be provided within five (5) days of any changes in the Offices of Board of Directors, Executive Council or departmental caucus spokespersons.

Such duly elected or appointed members of the MSEA Board of Directors who are covered under this Agreement shall be entitled to "buy back" annual leave credits, subject to the regulations in Article 7, Section A, except that the one hundred twenty (120) hour limitation shall not apply. In addition, the Employer agrees to provide administrative leave, not to exceed forty-eight (48) days per year for eight (8) MSEA State Officers to attend MSEA Board Meetings. It is agreed that this limitation shall

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1 apply to no more than six (6) Board Meetings per year, one (1) day per Board Meeting.
2 Except as may be mutually agreed to during secondary level negotiations, such
3 members shall furnish their immediate supervisor with written notification of their intent
4 to attend such meeting at least two (2) work days before the start of the pay period in
5 which the leave is to be used, or two (2) work days in advance of the date that work
6 schedules must be established in accordance with Article 14, Section D, of this
7 Agreement.

8 **C. Time Off Without Loss of Pay During Working Hours.**

9 Employees shall be allowed time off without loss of pay during working hours to attend
10 grievance hearings, labor-management meetings, and committee meetings if such
11 committees have been established by this Agreement, or meetings called or agreed
12 to by the Employer, if such employees are entitled by the provisions of this Agreement
13 to attend such meetings by virtue of being MSEA Representatives, departmental
14 caucus spokespersons, Stewards, witnesses, and/or grievants, except in the case of
15 justified emergency as claimed by the Appointing Authority.

16 **D. Administrative Leave.**

17 Subject to the operational needs of the Employer, employees covered by this
18 Agreement and designated in accordance with the provisions below shall be permitted
19 time off without loss of pay during scheduled working hours to attend MSEA
20 authorized Union functions subject to the following conditions:

- 21 1. A centralized administrative leave bank shall be created on January 1, 2005, and
22 administered by the Office of the State Employer. The bank will be created by using
23 50% of the administrative leave hours in the departmental leave banks. All
24 remaining departmental administrative leave bank hours shall be eliminated.

25 This bank will be replenished annually in the amount of eight (8) hours of
26 administrative leave for every ten (10) employees in the Labor and Trades and
27 Safety and Regulatory Units combined who are on active payroll status at the end
28 of the first full pay period in June of each year.

29 At the end of the first full pay period in June 2005, 75% of the initial hours remaining
30 in the central administrative leave bank shall be carried forward, and added to the
31 2005 annual allotment. Effective June 2006 and thereafter, any remaining hours in
32 the bank shall be carried forward.

33 MSEA may request the utilization of hours from the centralized leave bank by
34 written notice to the Office of the State Employer.

- 35 2. No one employee may utilize more than 24 hours from the bank in a pay period
36 without mutual agreement between OSE and the President of MSEA or designee.
37 MSEA and the Office of the State Employer shall meet in the month of May to audit
38 the centralized leave bank.

- 39 3. One administrative leave bank of 4,176 hours shall be established on October 1 of
40 each year. On a one time only basis, on January 1, 2005, 1,560 hours shall be

added to the administrative leave bank established on October 1, 2004 in accordance with paragraph 7.d.4. of the prior Agreement. The hours in the administrative leave bank will be utilized by only two individuals designated by MSEA.

Such representative is to be considered as an employee of the Union during the period of absence covered by administrative leave from the bank. Should an administrative board or court rule otherwise, the Union shall indemnify and hold the Employer harmless from any workers compensation claims by the employee arising during or as a result of the employee's absence covered by administrative leave from the bank.

For purposes of seniority accrual, time spent by such employee shall be considered as time worked. The Union shall reimburse the Employer for the Employer's share of all applicable insurance premiums during the periods of absence covered by administrative leave from the bank. While covered by hours from the bank, the use of sick and annual leave shall be reported on a bi-weekly basis to the departmental Employer.

4. Such administrative leave shall be granted only in blocks of four (4) or more hours.

5. Such administrative leave shall not be treated as hours worked for the purposes of computing daily or biweekly overtime premium.

6. No deduction shall be made, nor shall any employee be entitled to be released on such administrative leave, without prior written authorization from the President of MSEA or his/her designee.

E. Administrative Leave Approval Procedures.

Except as may be mutually agreed to locally on a case by case basis, the employee shall furnish his/her immediate supervisor, at least two (2) work days before the start of the pay period in which the leave will be used, or two (2) work days in advance of the date that work schedules must be established in accordance with Article 14, Section D, of this Agreement, written notice of the employee's intention to attend such MSEA designated function.

In addition, except as may be mutually agreed to locally on a case by case basis, the MSEA Central Association shall also provide, at least two (2) work days before the start of the pay period in which the leave will be used, or two (2) work days in advance of the date work schedules must be established in accordance with Article 14, Section D, of this Agreement, written notice containing the name(s) and Department/Agency affiliation of employees designated to attend such activities as authorized in Section D. Such written notice shall be provided to the named employee's Appointing Authority.

No employee shall be entitled to be released, and the Employer is under no obligation to grant such time off without loss of pay pursuant to these provisions, unless designated by MSEA Central Office.

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Where an employee wishes to attend an MSEA General Assembly as listed above, and the employee desires a change in schedule with another employee capable of performing the work, the appropriate supervisor will make a reasonable effort to approve the voluntary change of schedule between the two employees providing such a change does not result in overtime.

F. Reporting Time.

As required by the Civil Service Commission Rules and Regulations, each employee who engages in any activities on behalf of the MSEA when receiving any compensation, benefit, or benefit accrual, paid in whole or in part by the State, shall accurately report all such time to the employee's appointing authority as "Union leave" time and shall not report such time as "actual-duty time."

ARTICLE 8 **GRIEVANCE PROCEDURE**

A. General.

1. A grievance is defined as a written complaint alleging that there has been a violation, misinterpretation or misapplication of any condition of employment contained in this Agreement, or of any rule, policy or regulation of the Employer deemed to be a violation of this Agreement or a claim of discipline without just cause. Nothing shall prohibit the grievant from contending that the alleged violation arises out of an existing mutually accepted past practice. The concept of past practice shall not apply to matters which are solely operational in nature.
2. Employees shall have the right to present grievances in person or through a designated MSEA Representative at the appropriate step of the grievance procedure. No discussion shall occur on the grievance until the designated MSEA Representative has been afforded a reasonable opportunity to be present at any grievance meetings with the employee(s). Upon request, a supervisor will assist a grievant in contacting the designated Steward or Representative. Any settlement reached shall be communicated to MSEA and shall not be inconsistent with the provisions of this Agreement. At a Step One Grievance Conference the Representative shall be the Steward, or an MSEA Representative, in accordance with Article 18, if requested by the grievant or Steward. At a Step Two Grievance Conference the MSEA Representative shall be the Steward and an MSEA Representative, in accordance with Article 18, if so requested.
3. Only related subject matters shall be covered in any one grievance. A grievance shall contain the clearest possible statement of the grievance by indicating the issue involved, the relief sought, the date the incident or alleged violation took place, and the specific Section or Sections of this Agreement involved, if any. The grievance shall be presented to the designated Employer representative on a mutually agreed upon form furnished by the Employer and MSEA and signed and dated by the grievant(s).

- 1 4. All grievances shall be presented promptly and no later than fifteen (15) week days
2 from the date the grievant knew or could reasonably have known of the facts or
3 the occurrence of the event giving rise to the alleged grievance. Week days, for
4 the purpose of this Article, are defined as Monday through Friday inclusive,
5 excluding holidays.
- 6 5. When an individual grievant(s) or MSEA respectively is satisfied with the resolution
7 of a grievance offered by the Employer, processing the grievance will end,
8 provided that the resolution is consistent with this Agreement.
- 9 6. MSEA, through an authorized Officer or Representative, in accordance with Article
10 18, may grieve an alleged violation concerning the application or interpretation of
11 this Agreement in the manner provided herein. Such grievance shall identify, to the
12 extent possible, employees affected. MSEA may itself grieve alleged violations of
13 Articles conferring rights solely upon the Association.
- 14 7. Grievances which by nature cannot be settled at a preliminary step of the
15 grievance procedure may, by mutual waiver of a lower step, be filed at an agreed
16 upon advanced step where the action giving rise to the grievance was initiated or
17 where the relief requested by the grievance could be granted.
- 18 8. Group grievances are defined as, and limited to, those grievances which cover
19 more than one employee and which pertain to like circumstances and facts for the
20 grievants involved. Group grievances shall, insofar as practical, name all
21 employees and/or classifications and all work locations covered and may, by
22 mutual agreement at Step One be submitted to Step Two. Group grievances shall
23 be so designated at the first appropriate step of the grievance procedure, although
24 names may be added or deleted prior to a third step hearing. Group grievances
25 involving more than one Department shall identify all Departments involved. MSEA
26 shall, at the time of filing such a grievance, also provide a copy to the Office of the
27 State Employer.
- 28 9. It is expressly understood and agreed that the specific provisions of this Agreement
29 take precedence over policy, rules, regulations, conditions and practices contrary
30 thereto, except as otherwise provided in the Civil Service Commission Rules and
31 Regulations.
- 32 10. There shall be no appeal beyond Step Two on initial probationary service ratings
33 or involuntary separation of initial probationary employees which occur during or
34 upon completion of the probationary period.
- 35 11. Counseling memoranda, annual service ratings and reprimands are not
36 appealable beyond Step Two, but less than satisfactory interim service ratings
37 grievances of employees having completed the initial probationary period are
38 appealable to Step Three.
- 39 12. In the Department of Corrections only, written reprimands may be appealed to
40 arbitration only:
41 - When a written reprimand has been timely grieved, and,

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- the grievance has not been answered at Step Two prior to discipline being appealed to arbitration, and,
- that written reprimand is used to support further progressive discipline (which discipline would be by definition appealable to arbitration), and,
- which discipline is, in fact, appealed to arbitration.

The merits of the grievance concerning that written reprimand may be heard during arbitration.

All other written reprimands are not eligible for appeal to arbitration.

13. The parties agree that as a principle of contract interpretation, employees shall give full performance of duty while a non-dismissal and non-suspension grievance is being processed.

14. Grievances filed before the effective date of this Agreement shall be concluded in accordance with the Grievance and Appeals Procedure then in effect.

15. In order to expedite the grievance process, by mutual agreement, telephone and/or video conferencing technology may be used at any step of the grievance process.

B. Grievance Steps.

Step One. Informal discussion of complaints between employee(s) and/or Stewards and supervisor(s) is encouraged prior to filing of grievances. Within 10 week days of receipt of the written grievance from the employee(s) or the designated MSEA Representative, the designated Employer representative will, on his/her own initiative or in response to a request from MSEA or the employee, schedule a meeting with the employee(s) and/or the designated MSEA Representative to discuss the grievance, and return a written decision to the employee(s) and the MSEA Representative. Grievance meetings at Step One shall normally be held during the regularly scheduled hours of the grievant.

Step Two. If not satisfied with the Employer's answer in Step One, to be considered further, the grievance shall be appealed to the departmental Appointing Authority or his/her designee within ten (10) week days from receipt of the answer in Step One. The Employer Representative(s) may meet with the employee(s) and the designated MSEA Representative in grievances concerning disciplinary issues, to discuss and attempt to resolve the grievance. Such meetings shall take place concerning disciplinary grievances involving suspension, discharge, demotion or less than satisfactory service rating. In grievances concerning primary contract interpretation, which excludes those grievances involving discipline and formal counseling, the Employer Representative may meet with the designated MSEA Representative to discuss and attempt to resolve the grievance. It is the parties' intent that such meetings will involve discussion and consideration of the grievance on the basis of a full disclosure of the relevant facts and documentation by both parties, however, such disclosure shall not limit the parties' rights as described in Section H of this Article. All Step Two denials of disciplinary grievances involving suspension, discharge,

demotion, mandatory change of residence or less than satisfactory service rating shall be accompanied by documentation that supports the action, if not previously provided to a Union Representative. The written decision of the Employer will be placed on the grievance form by the departmental Appointing Authority or his/her designee and returned to the grievant(s) and the designated MSEA Representative within fifteen (15) week days from the date of receipt of the grievance form at Step Two or within ten (10) week days of a meeting, if such a meeting is held. If a Step Two grievance conference is held, such meeting shall be held within fifteen (15) week days of receipt of the grievance at Step Two.

Step Three. If not satisfied with the Employer answer in Step Two, only MSEA may appeal the grievance to arbitration within forty-five (45) week days from the date of the Department's answer in Step Two. All appeals to arbitration of disciplinary grievances involving suspension, discharge, demotion, or less than satisfactory service rating shall be accompanied by documentation in accordance with Section H of this Article. If an unresolved grievance is not timely appealed to arbitration, it shall be considered terminated on the basis of the Employer's Step Two answer without prejudice or precedent in the resolution of future grievances. The parties may propose consolidation of grievances containing similar issues.

At the request of MSEA following a second step denial, a Representative, in accordance with Article 18, of MSEA and of the Department where the grievance originates will discuss the matter. An effort shall be made in such discussions to arrive at fair and equitable grievance settlements to avoid the necessity of arbitration. Such settlements, if reached, shall be confirmed in writing when agreed to by the Employer and MSEA.

The appeal to arbitration will consist of a written notice to the Office of the State Employer and the affected Department. Within ten (10) week days of the receipt of the Union's notice, the Office of the State Employer shall request arbitration in accordance with the procedures specified herein.

2011 bargaining produced the selection process for the panel of arbitrators. Within thirty (30) week days after approval of this Agreement, MSEA and the Office of the State Employer shall simultaneously exchange the names of ten (10) labor arbitrators (who are members of the National Academy of Arbitrators, or on the American Arbitration Association, the Federal Mediation and Conciliation Service or Michigan Employee Relations Commission Rolls). Each party shall then have the right to strike five names from the other party's list. The remaining names shall be the pool of arbitrators to be used for all grievances. Any arbitrator nominated by both parties shall serve on the panel. Should a selected arbitrator decline to serve on or removes themselves from the panel, the party proposing the name may submit another name of an arbitrator to be considered by the other party.

Once the panel is established the names will be listed in alphabetical order. Assignments shall be in a rotational order.

During January of each year the Union has the right to remove one Arbitrator from the panel and the Office of the State Employer has the right to remove one Arbitrator from

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1 the panel. The Union and the Office of the State Employer will mutually agree upon
2 the replacement Arbitrator(s).

3 The Office of the State Employer shall provide copies of the request for arbitration to
4 the affected Department and the Union. Each request for arbitration shall require that
5 the Arbitrator schedule and hold the hearing within one hundred twenty (120) calendar
6 days of receipt of the request for arbitration. The parties shall set aside normal
7 business in order to schedule and hold the hearing within this time frame. By mutual
8 written agreement, the parties may waive the one hundred twenty (120) calendar day
9 time limit. Upon receipt of notice from the Arbitrator that the one hundred twenty (120)
10 calendar day time limit cannot be met, the Office of the State Employer shall notify
11 MSEA and send a second request for arbitration to the next Arbitrator on the list.

12 Before the arbitration hearing, and upon request of either party, the Office of the State
13 Employer shall schedule a meeting with MSEA and the Department to mediate the
14 grievance. A good faith effort shall be made in such discussions to arrive at a fair and
15 equitable resolution to the grievance . Any resolution shall be confirmed in writing
16 when agreed to by the Union and the Office of the State Employer.

17 The hearing shall be conducted under the rules of the American Arbitration
18 Association except as otherwise provided for in this Agreement.

19 Closing arguments may be made orally by mutual agreement. Any written briefs or
20 closing arguments submitted by the parties shall be postmarked or submitted
21 electronically to the arbitrator no later than 30 calendar days from the conclusion of
22 the arbitration hearing.

23 The parties, which for MSEA is the President or President's designee, may modify any
24 period of time by mutual agreement.

25 The expenses and fees of the arbitrator shall be borne by the losing party. The
26 arbitrator shall have the authority to prorate the cost where a decision does not clearly
27 state which party is the losing party. The cost of the hearing room, if any, shall be
28 shared equally by the parties to the arbitration. The expenses of a court reporter shall
29 be borne by the party requesting the reporter unless the parties agree to share such
30 costs. Any cancellation or rescheduling fees shall be the responsibility of the
31 requesting party. In the event that both parties mutually request a cancellation or
32 rescheduling, any associated costs shall be borne equally.

33 The Arbitrator shall only have the authority to adjust grievances in accordance with
34 this Agreement as permitted in the Civil Service Commission Rules and Regulations.
35 The Arbitrator shall not have jurisdiction or authority to add to, amend, modify, nullify,
36 or ignore in any way the provisions of the Civil Service Commission Rules and
37 Regulations or this Agreement and shall not make any award which in effect would
38 grant MSEA or the Employer any rights or privileges which were not obtained in the
39 negotiation process. The authority of the Arbitrator shall remain subject to and
40 subordinate to the limitations and restrictions on subject matter and personal
41 jurisdiction in the Civil Service Commission Rules and Regulations.

1 The decision of the Arbitrator will be final and binding on all parties to this Agreement,
2 except as otherwise provided in the Civil Service Commission Rules and Regulations.
3 Arbitration decisions shall not be appealed to the Civil Service Commission, except
4 that any person may file with the State Personnel Director a complaint that the
5 Arbitrator's decision has been applied or interpreted to violate or otherwise rescind,
6 limit, or modify a Civil Service Commission Rule or Regulation governing a prohibited
7 subject of bargaining. When the Arbitrator declares a bench decision, such decision
8 shall be rendered in writing within fifteen (15) calendar days from the date of the
9 arbitration hearing. The written decision of the Arbitrator shall be rendered within thirty
10 (30) calendar days from the closing of the record of the hearing. The written decision
11 of the arbitrator shall be communicated to the advocates and the Office of the State
12 Employer in electronic format.

13 **Expedited Arbitration.**

- 14 a. An expedited arbitration system shall be used for all appeals to arbitration that
15 involve the involuntary separation of an employee from state employment.
- 16 b. The Arbitrator selected shall be requested to hear the case within sixty (60)
17 calendar days of being assigned the case. By mutual written agreement, the
18 parties may waive the sixty (60) calendar day time limit. Upon receipt of notice from
19 the Arbitrator that the sixty (60) calendar day time limit cannot be met, the Office
20 of the State Employer shall send a second request for arbitration to the next
21 Arbitrator on the list.
- 22 c. Briefs, if any, shall be filed simultaneously by the parties within fourteen (14)
23 calendar days of the last day of the arbitration hearing.
- 24 d. The decision of the Arbitrator shall be rendered within fourteen (14) calendar days
25 of the closing of the record. By mutual agreement, the Arbitrator may issue a bench
26 decision.
- 27 e. Transcript cost, if any, shall be paid by the party requesting the transcript unless
28 the parties agree to share the cost and have a copy prepared for each party by the
29 reporter.

30 **C. Time Limits.**

31 Grievances may be withdrawn once without prejudice at any step of the grievance
32 procedure. A grievance which has not been settled and has been withdrawn may be
33 reinstated based on new evidence not previously available within thirty (30) week days
34 from the date of withdrawal.

35 Grievances not appealed within the designated time limits in Steps One or Two of the
36 grievance procedure will automatically result in the grievance being considered
37 closed. Grievances not answered by the Employer within the designated time limits in
38 any step of the grievance procedure shall be considered automatically appealable and
39 processed to the next step. Where the Employer does not provide the required answer
40 to a grievance within the time limit provided at Steps One or Two, the time limits for
41 filing at the next step shall be extended for ten (10) additional week days. The time

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limits at any step or for any hearing may be extended by written mutual agreement of the parties involved at that particular step.

If the Employer Representative with whom a grievance appeal must be filed is located in a city other than that in which the grievance was processed in the preceding step, the mailing of the grievance appeal form shall constitute a timely appeal if it is postmarked within the appeal period. Similarly, when an Employer answer must be forwarded to a city other than that in which the Employer Representative works, the mailing of the answer shall constitute a timely response if it is postmarked within the answer period.

D. Retroactivity.

Settlement of grievances may or may not be retroactive as the equities of the particular case may demand as determined by the Arbitrator. In any case where it is determined that the award should be applied retroactively, except for administrative errors relating to the payment of wages, the maximum period of retroactivity allowed shall be a date not earlier than one hundred and eighty (180) calendar days prior to the initiation of the written grievance in Step One.

Employees who voluntarily terminate their employment will have their grievances immediately withdrawn unless such grievance directly affects their status upon termination or a claim of vested money interest, in which cases the employee may benefit by any later settlement of a grievance in which they were involved.

It is the intent of this provision that employees be made whole in accordance with favorable arbitral findings on the merits of particular disputes, however, all claims for back wages shall be limited to the amount of straight time wages that the employee would otherwise have earned less any unemployment compensation, workers compensation, long term disability compensation, social security, welfare or compensation from any employment or other source received during the period for which back pay is provided; however, earnings from approved supplemental employment shall not be so deducted.

E. Exclusive Procedure.

The grievance procedure set out above shall be exclusive and shall replace any other grievance procedure for adjustment of any disputes permitted under Civil Service Commission Rules and Regulations. The grievance procedure set out above shall not be used for the adjustment of any dispute for which the Civil Service Commission Rules or Regulations require the exclusive use of a Civil Service Commission forum or procedure.

F. Processing Grievances.

Whenever possible, the grievant or group grievance representative and the designated MSEA Representative shall utilize non-work time to consult and prepare.

When such preparation is not possible, the grievant or group grievance representative(s) and the designated representative will be permitted a reasonable

1 amount of time, not to exceed one (1) hour without loss of pay, for consultation and
 2 preparation prior to any scheduled grievance step meeting during their regularly
 3 scheduled hours of employment. Overtime is not authorized.

4 One (1) designated Steward and the grievant will be permitted to process a grievance
 5 without loss of pay. In a group grievance a Steward or MSEA Representative, and up
 6 to two (2) grievants shall be entitled to appear without loss of pay to represent the
 7 group. The Steward or MSEA Representative must be employed at one of the work
 8 sites represented in the grievance. In group grievances involving more than one
 9 Bargaining Unit and/or more than one Department, the group shall be represented by
 10 two (2) employee grievants and a MSEA Representative, in accordance with Article
 11 18, and/or attorney.

12 The Employer is not responsible for compensating any employees for time spent
 13 processing grievances outside their regularly scheduled hours of employment. The
 14 Employer is not responsible for any travel or subsistence expenses incurred by
 15 grievants or Stewards in processing grievances.

16 **G. Discipline.**

17 The parties recognize the authority of the Employer to suspend, demote, discharge or
 18 take other appropriate disciplinary action against employees for just cause. A non-
 19 probationary employee who alleges that such action was not based on just cause may
 20 appeal a demotion, suspension, or discharge taken by the Employer beginning with
 21 Step Two of the Grievance Procedure. Probationary employee appeals are limited in
 22 accordance with Section A10 above.

23 **H. Documents and Witnesses Required for Arbitration.**

24 Upon written request, MSEA shall receive specific documents or records available
 25 from the Employer, in accordance with or not prohibited by law, and pertinent to the
 26 grievance under consideration. Discretion permitted under the Freedom of Information
 27 Act shall not be impaired by this Section. All documents not previously provided or
 28 exchanged which either party intends to use as evidence will be forwarded to the other
 29 party on an ongoing basis; however, such response shall not limit either party in the
 30 presentation of necessary evidence, nor shall either party be limited from introducing
 31 any document or evidence it deems necessary to rebut the case of the other.

32 At least ten (10) calendar days before a scheduled arbitration hearing, MSEA and the
 33 Employer shall simultaneously exchange a written list of the witnesses they plan to
 34 call including those witnesses MSEA requests be relieved from duty. Nothing shall
 35 preclude the calling of previously unidentified witnesses.

36 Employees required to testify will be made available without loss of pay; however,
 37 whenever possible, they shall be placed on call to minimize time lost from work.
 38 Employees who have completed their testimony shall return promptly to work when
 39 their testimony is concluded unless they are required to assist the principal MSEA
 40 Representative(s) in the conduct of the case. The intent of the parties is to minimize
 41 time lost from work.

ARTICLE 9

I. Grievance Conduct.

Employees, Stewards, MSEA Representatives, supervisors and managers shall, throughout the grievance procedure, treat each other with courtesy, and no effort shall be made by either party or its representatives to harass or intimidate the other party or its representatives.

J. Civil Service Commission Rule Limitation on the Grievance Procedure.

The following is not a part of this collective bargaining Agreement but is reproduced here for reference purposes only and may be amended, modified or abolished at any time by the Civil Service Commission.

None of the following disputes can be adjudicated in a grievance procedure authorized in a Collective Bargaining Agreement, but can only be adjudicated in a Civil Service Commission forum under the exclusive procedures provided for in the Civil Service Commission Rules and Regulations:

1. A grievance by an employee who is aggrieved by the abolition or creation of a position.
2. A grievance by an employee disciplined or denied the use of sick and annual leave for striking.
3. A complaint including, but not limited to, a grievance, technical appeal, or labor relations appeal, against the Civil Service Commission, or an employee of the Civil Service Commission.
4. A complaint including, but not limited to, a grievance, technical appeal, or labor relations appeal, arising out of or related to a prohibited subject of bargaining.
5. Any matter or dispute in which Civil Service Commission Rules or Regulations provide an exclusive procedure or forum for the resolution of the matter or dispute.

ARTICLE 9 DISCIPLINARY ACTION

The parties recognize the authority of the Employer to reprimand in writing, suspend, discharge or take other appropriate disciplinary or corrective-action against an employee for just cause.

Discipline, when invoked, will normally be progressive in nature, however, the Employer shall have the right to invoke a penalty which is appropriate to the seriousness of an individual incident or situation.

A. Investigation and Representation.

Allegations or other assertions of failure of proper employee conduct or performance are not charges, but constitute a basis for appropriate investigation by the Employer.

1 The parties agree that disciplinary action must be supported by timely and accurate
2 investigation. For purposes of this Article, investigation to determine whether
3 disciplinary action should be taken is timely when commenced within twenty (20) week
4 days following the date on which the Employer had reasonable basis to believe that
5 such investigation should be undertaken. The Employer will make reasonable efforts
6 to conclude investigations as soon as practicable.

7 The Employer shall provide notice in writing of the investigative conference/interview,
8 at the beginning of the investigatory conference/interview the designated Union
9 Representative shall be given a copy of any prepared investigation questions to be
10 asked during the conference/interview. This shall in no way limit the questions the
11 Employer may ask during the conference/interview. In the event the investigatory
12 conference/interview is not completed, the Union Representative shall return the copy
13 of the investigation questions. Upon reconvening the investigatory
14 conference/interview the investigation questions will be returned to the Union
15 Representative. The investigation questions will be retained by the Union
16 Representative upon completion of the interview/conference.

17 The employee shall not be subjected to questioning by more than one
18 supervisor/investigator at a time.

19 An employee is required to give prompt, full and accurate answers, to the extent
20 possible, to questions put to him/her by the Employer concerning any matter regulated
21 by the Employer, related to conduct or performance, or which may have a bearing
22 upon the employee's fitness, availability or performance of duty. During the course of
23 an investigation, the Employer will avoid duplicating questions unless necessary to
24 clarify the employee's response.

25 Written questionnaires may be used to initiate or further an investigation. The
26 Employer will avoid duplicating questions contained on the initial questionnaire on any
27 follow-up questionnaire given to the employee under investigation. If the employee's
28 own conduct is the direct subject of the investigation and a written statement or
29 completion of a questionnaire is required, at the time it is turned in the employee shall
30 be provided a copy of the questionnaire and a copy of the response. The employee
31 shall then have the opportunity to review, amend, or correct the statement prior to the
32 end of their next regularly scheduled shift.

33 An employee shall be entitled upon request to the presence of a Union Representative
34 at a disciplinary conference at which discipline or a less than satisfactory service rating
35 may or will take place, or at an investigative interview of the employee by the Employer
36 regarding allegations or charges of misconduct against the employee which if
37 substantiated could result in any disciplinary action. During the course of an
38 investigatory interview, if it is determined that the employee being interviewed could
39 become the subject of an investigation, the interview will immediately be stopped and
40 the employee will be offered the opportunity to obtain representation before the
41 interview is continued.

42 It shall not be the policy of the Employer to take disciplinary action in the course of an
43 investigation unless an emergency suspension or removal from the premises as

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provided in this Article is warranted. If the MSEA Representative is to be an attorney certified by MSEA, the employee or MSEA shall give as much notice as possible to the Employer.

B. Disciplinary Action and Conference.

1. Whenever an employee is to be formally charged with a violation of any obligation, rule, regulation or policy, or charges are in the process of being prepared, a Disciplinary Conference shall be scheduled and the employee shall be notified in writing forty eight (48) hours prior to the conference of the claimed violation and disciplinary penalty or possible penalty contemplated. Nothing shall prevent the Employer from withholding a penalty determination until after the Disciplinary Conference provided herein has been completed.

Whenever it is determined that disciplinary action is appropriate, a Disciplinary Conference shall be held with the employee at which the employee shall be entitled to MSEA representation. The Employer agrees to provide a courtesy copy of the notice of disciplinary conference to the MSEA if the contemplated discipline is a suspension of three (3) days or more, or dismissal. The Representative must be notified and requested by the employee. If representation is not desired by the employee, a statement of waiver of representation will be signed by the employee. A copy of the waiver will be forwarded to the MSEA Central Office. No Disciplinary Conference shall proceed without the presence of a requested Representative or the waiver signed by the employee. The Representative shall be a local Steward, or a MSEA Representative, in accordance with Article 18, so that scheduling of the Disciplinary Conference shall not be delayed. The employee shall be informed in writing, of the nature of the charges against him/her and the reasons that disciplinary action is intended or contemplated. Except in accordance with Sections C.2. and D. of this Article, an employee shall be promptly scheduled for a Disciplinary Conference. The Employer shall provide one copy of all written documents and provide access to any non-written material being used as the basis for determining disciplinary action, at the commencement of the disciplinary conference. If the Employer determines it is appropriate to provide a copy of the non-written material, it shall be provided. Questions by the employee or Representative will be fully and accurately answered at such meeting to the extent possible. Response of the employee, including his/her own explanation of an incident if not previously obtained, or mitigating circumstances, shall be received by the Employer. The employee shall have the right to make a written response to the results of the Disciplinary Conference which shall become a part of the employee's file.

The employee shall be given and sign for a copy of the written notice of charges and disciplinary action if determined. Where final disciplinary action has not been determined the notice shall state that disciplinary action is being contemplated. Disciplinary action, if forthcoming, shall be initiated within fifteen (15) calendar days of the Disciplinary Conference, except in the Department of Corrections where it shall be initiated within forty-five (45) calendar days of the Disciplinary Conference

unless otherwise modified in secondary negotiations. The employee's signature indicates only that the employee has received a copy, shall not indicate that the employee necessarily agrees therewith, and shall so state on the form. If the employee refuses to sign, the supervisor will write "Employee refused to sign" and sign his/her own name with the date. A witness signature should be obtained under this circumstance.

2. In the case of an employee dismissed for unauthorized absence for three (3) consecutive days or more, or who is physically unavailable, a Disciplinary Conference need not be held, however, notice of disciplinary action shall be given.

3. **Notice.** Formal notification to the employee of disciplinary action shall be in the form of a letter or form spelling out charges and reasonable specifications, advising the employee of the right to appeal. The employee must sign for his/her copy of this letter, if presented personally, or the letter shall be sent to the employee by certified mail, return receipt requested. Dismissal shall be effective on the date of notice. An employee whose dismissal is upheld shall not accrue any further leave or benefits subsequent to the date of notice. If the employee has received and signed for a written letter of reprimand, no notice is required under this Article.

4. Any employee who alleges that disciplinary action is not based upon just cause may appeal such action in accordance with the grievance procedure. Reassignment of an employee at the same level, and work location if feasible, incidental to a disciplinary action upheld or not appealed shall not be prohibited or appealed, provided the possibility of such reassignment was stated to the employee in the notice of disciplinary action. However, the Employer retains the option to reassign as part of the administration of discipline for just cause.

5. Any performance evaluation, record of counseling, reprimand, or document to which an employee is entitled under this Agreement shall not be part of the employee's official record until the employee has been offered or given a copy.

C. Emergency Disciplinary Action.

1. Removal from Premises or Temporary Suspension.

Nothing in this Article shall prohibit the Employer from the imposition of an emergency disciplinary suspension and/or removal of an employee from the premises in cases where, in the judgment of the Employer, such action is warranted. As soon as practicable thereafter, investigation and the Disciplinary Conference procedures described herein shall be undertaken and completed. An Appointing Authority may suspend an employee for investigation. The suspension shall be superseded by disciplinary suspension, dismissal, or reinstatement within seven (7) calendar days unless extended by the Appointing Authority. Notice of the extension shall be concurrently served upon MSEA and the employee, stating the reasons therefore. If disciplinary action is not taken against an employee within the seven (7) days (or extension), the employee shall receive full pay and benefits for the period of temporary suspension.

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1

2 **2. Suspension for Criminal Charge.**

3 Any employee arrested, indicted by a grand jury, or against whom a charge has
4 been filed by a prosecuting official for conduct on or off the job, may be immediately
5 suspended. Such suspension may, at the discretion of the Appointing Authority,
6 remain in effect until the indictment or charge has been fully disposed of by trial,
7 quashing or dismissal.

8 The employee's name, home address, or photograph shall not be released to the
9 press or news media.

10 Nothing herein shall prevent an employee from grieving the reasonableness of a
11 suspension under this Subsection, where the employee contends that the charge
12 does not arise out of the job, or is not related to the job, except that suspension for
13 a felony charge shall not be appealed. An employee who has been tried and
14 convicted on the original or a reduced charge and whose conviction is not
15 reversed, may be disciplined or dismissed from the classified service upon proper
16 notice without the necessity of further charges being brought and such disciplinary
17 action shall be appealed through the grievance procedure. The record from any
18 trial or hearing may be introduced by the Employer or MSEA in such grievance
19 hearing, including Arbitration. Under this circumstance a Disciplinary Conference
20 will be conducted only upon written request of the employee. An employee whose
21 indictment is quashed or dismissed, or who is acquitted following trial, shall be as
22 soon as practicable reinstated in good standing and made whole if previously
23 suspended in connection therewith unless 1) the Employer imposes a suspension
24 for investigation under Section E, Suspension for Investigation, of this Article, or,
25 2) disciplinary charges, if not previously brought, are filed within three (3)
26 weekdays of receipt of notice at the central Personnel Office of the results of the
27 case, and appropriate action in accordance with this Article is taken against such
28 employee. Nothing provided herein shall prevent the Employer from disciplining an
29 employee for just cause at any time irrespective of criminal or civil actions taken
30 against an employee or irrespective of their outcome.

31 **D. Resignation in Lieu of Disciplinary Action.**

32 Where a decision is made to permit an employee to resign in lieu of dismissal, the
33 employee must submit a resignation in writing. This resignation shall be held for
34 twenty-four (24) hours after which it shall become final and effective as of the time
35 when originally given unless retracted during the twenty-four (24) hour period. This
36 rule applies only when a resignation is accepted in lieu of dismissal and the employee
37 shall have been told in the presence of a Representative that he/she will be terminated
38 in the absence of the resignation. The offer of such resignation in lieu of dismissal
39 shall be at the sole discretion of the Employer and the resignation and matters related
40 thereto shall not be grieved.

E. Suspension for Investigation.

The Employer may relieve an employee from duty for investigation. A suspension shall be with pay and be superseded by disciplinary suspension or dismissal, or by reinstatement, within seven (7) calendar days or within such extension, as may be approved by the department Personnel Director or his/her designee in writing concurrently to the MSEA Central Office. Where a subsequent disciplinary suspension results, the Employer may count the days of suspension for investigation as part of the penalty.

F. Suspension for Felony Charges.

The Employer may suspend an employee while felony charges are pending against him/her.

ARTICLE 10
COUNSELING AND PERFORMANCE REVIEW

The intent of performance review and counseling is to inform and instruct employees as to requirements of performance and/or conduct.

A. Performance Discussion or Review.

The parties recognize that supervisors are required to periodically discuss and review work performance with employees. Such discussions are not investigations, but are opportunities to evaluate and discuss employee performance and, as such, are the prerogative and responsibility of the Employer. An employee shall not have the right to an MSEA Representative during such performance discussion or review.

B. Informal Counseling.

Informal counseling may be undertaken when, in the discretion of the Employer, it is deemed necessary to improve performance, instruct the employee and/or attempt to avoid the need for disciplinary measures. Informal counseling will not be written up or recorded. Informal counseling shall take place with only the affected employee and one Employer Representative present.

C. Formal Counseling.

1. When in the judgment of the Employer, formal counseling is necessary, it may be conducted by an appropriate supervisor. Formal counseling may include a review of applicable standards and policies, actions which may be expected if performance or conduct does not improve, and a reasonable time period established for correction and review. A narrative description of formal counseling will be prepared on a record of counseling form, a copy of which will be given to and signed for by the employee and a copy kept in the employee's personnel file. The employee's signature indicates only that the employee has received a copy, shall not indicate that the employee necessarily agrees therewith, and shall so

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1 state on the form. Formal counseling is grievable in accordance with Article 8
2 through Step Two.

3 2. An employee shall not have the right to a designated MSEA Representative during
4 counseling.

5 3. Formal counseling may not be introduced in a Disciplinary Conference except to
6 demonstrate, if necessary, that an employee knew or knows what is expected of
7 them.

8 4. The distinction between informal and formal counseling shall be maintained and a
9 counseling memo, if any, shall be considered formal.

10 **D. Removal of Records.**

11 Neither performance review, informal nor formal counseling shall be considered as
12 punitive/disciplinary action nor as prerequisites to disciplinary action. A formal
13 counseling form shall be removed from an employee's file after twelve (12) months of
14 satisfactory performance during which the employee has not received less than a
15 satisfactory service rating, been the subject of disciplinary action, or received further
16 formal counseling for the same or similar reason(s).

17 **E. Relationship to Disciplinary Action.**

18 Nothing in this Article shall prohibit the Employer from taking disciplinary action without
19 the necessity of prior informal or formal counseling against an employee who, in the
20 judgment of the Employer, commits a sufficiently serious offense.

21 **ARTICLE 11** 22 **SENIORITY** 23

24 **A. Seniority Definitions.**

25 For the purposes indicated below, except as limited by Section D below, seniority shall
26 consist of the total number of continuous service hours of an employee in the State
27 classified service including military service time earned prior to appointment to the
28 State classified service, and service in any excepted or exempted position in State
29 government which preceded entry into the State classified service. Continuous hours
30 shall be recorded in the Human Resources Management Network (HRMN) continuous
31 service hours counter, except that it shall not include the following:

32 Hours paid in excess of eighty (80) in a pay period;

33 Hours in non-career appointments, on duty or non-duty disability retirement, lost time,
34 suspension, leave of absence without pay (except for military leave of absence for up
35 to 10,400 hours), or layoff except that school year employees in the Department of
36 Education shall receive continuous service credit for the period of seasonal layoff.
37 Employees off work due to compensable injuries or illness shall continue to
38 accumulate seniority for the full period of absence precisely as though they had been

working for purposes of layoff and recall credit for longevity and State contribution for retirement.

1. Seniority as defined above shall be used for:

a. **Annual Leave Accrual**: If an employee leaves State classified employment and is later rehired, he/she shall accrue annual leave at the same rate as a new hire. However, once a rehired employee has been in pay status for five (5) years, all previous service time shall be credited for annual leave accrual. The only exception shall be for employees rehired who repay severance pay received.

b. **Longevity Pay**: If an employee leaves State classified employment and later is rehired, he/she shall receive no longevity pay. However, once such a rehired employee has been in pay status for five (5) years, all previous time shall be credited for longevity pay. The only exception shall be for employees rehired who repay severance pay received.

c. **Retirement Credit**: In accordance with statutory requirements.

2. The following adjustments shall be made to seniority as defined above for implementation of provisions of Layoff and Recall (Article 12), Assignment and Transfer (Article 13), Overtime (Article 15) and shall also be used for determining selection in other seniority based preferences, such as for vacation selection, voluntary assignments, holidays and leave preferences, hours of work, scheduling and shift selection.

a. Military time earned prior to State employment and credited to the HRMN continuous service hours counter, shall be removed from an employee's continuous service hours.

b. Service in any excepted or exempted position which preceded entry into the State classified service and which was credited to the HRMN continuous service hours counter shall be removed from an employee's continuous service hours.

c. Upon indefinite appointment to a position within these Bargaining Units, service in any prior limited term appointment(s) within these Bargaining Units shall be credited to the employee's Bargaining Unit seniority upon the employee's request to the appropriate Human Resources official. This will only include service in limited term appointments where the appointment expired. Limited term employees who separated voluntarily or who were separated for cause shall not have that time included in bargaining unit seniority under this subsection.

d. Employees laid off out-of-line seniority shall continue to receive continuous service credit for their period of lay off not to exceed three (3) years provided that a less senior employee in the same class and level is still working at the work location from which the employee was laid off.

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1 In the event two (2) or more employees are tied in seniority, seniority for
2 purposes of breaking the tie shall be determined by length of continuous
3 service at the current level and any higher level(s) and then at successively
4 lower levels of service. Ties in seniority which cannot be resolved on the basis
5 of seniority in accordance with this Section shall be resolved by reference to
6 the last four digits of the tied employees' social security number with the highest
7 four digit number receiving preference.

8 **B. General Application.**

- 9 1. The Employer will be required to apply seniority as defined in this Article only as
10 specifically provided in this Agreement and subject to any limitations set forth in
11 any particular Article or Section of this Agreement.
- 12 2. The seniority of Bargaining Unit members transferred prior to the effective date of
13 this Agreement, by Civil Service Commission action from other jurisdictions to the
14 classified State Civil Service, shall begin on the date specified in the Commission
15 action for each assumption, except as provided in Sub-paragraph 3. of this
16 Section.
- 17 3. The seniority of Bargaining Unit members who were transferred to the State
18 classified service by Civil Service Commission action pursuant to Act 61 of 1985
19 shall be as outlined in provisions of the contract addendum dated April 25, 1985,
20 which is hereby incorporated by reference. See Appendix F.
- 21 4. A State classified employee retired or retiring under the provisions of any State of
22 Michigan retirement system who obtains employment in a classified position shall
23 be credited with seniority in accordance with the current applicable Civil Service
24 Commission Rules. Retirement credit shall be earned in accordance with statutory
25 requirements.
- 26 5. An employee's continuous service record shall be broken and not bridged when
27 the employee separates from the State classified service by means other than
28 layoff, suspension, duty or non-duty disability retirement, or approved leave of
29 absence.

30 **C. Seniority Lists.**

31 For A.2. above the Employer will prepare seniority lists by Department, Agency, T.K.U.
32 or mail code, classification and level showing the seniority of all Unit employees on
33 the payroll as of the end of the pay period preceding the preparation date. The
34 seniority list shall be prepared at the end of the first pay period in October and at the
35 end of the first pay period in April, and will be made available for review by employees.
36 A copy of such lists shall be provided to MSEA.

37 An employee or MSEA shall be obligated to notify the Employer of any error in the
38 current seniority list within fifteen (15) week days after the date such list is made
39 available for review by employees. If no error is reported within this period, the list will
40 stand as prepared and will thereupon become effective for all applications of seniority

as specifically provided in this Agreement. For purposes of layoff, seniority shall be continuous service hours as provided herein as of three (3) weeks prior to the date the layoff notices are sent to employees. Any errors in seniority which occur between the finalization of the seniority lists prepared in October or April and three (3) weeks prior to layoff shall be corrected if reported by the employee within fifteen (15) week days of notice of layoff.

D. Seniority Limitation.

All employees in or on layoff from a position in these Bargaining Units as of January 13, 1992, shall retain full seniority based on their continuous service prior to that date.

Employees entering these Units that have prior service hours from a Unit that restricts or limits MSEA Bargaining Unit member's continuous service hours shall not be credited with those hours and shall be credited with only those hours accrued within these Units, plus any Unit(s) that recognize(s) MSEA Bargaining Units service hours after entry for purposes described in Section A.2. of this Article.

For purposes of layoff, bumping, recall, overtime and transfer, the seniority of excluded employees and non-represented eligible employees, who enter these Bargaining Units, subsequent to the effective date of this Amendment (June 9, 2010), shall be limited to those hours accrued within these Units.

ARTICLE 12
LAYOFF AND RECALL PROCEDURE

A. Application of Layoff.

MSEA recognizes the right of the Employer to lay off or to reduce the hours of employment, including the right to determine the extent, effective date, and length of such layoffs, for lack of funds, reduction in spending authorizations, lack of work, or reasons of administrative efficiency. The Employer recognizes the importance of seniority to MSEA members; however, the Employer shall have the right to determine the positions to be vacated when a reduction is deemed necessary. Bumping, layoff and recall of Bargaining Unit employees shall be exclusively governed by and in accordance with the provisions of this Agreement and this Article.

For purposes of this Article the term class cluster shall apply only in those departments where a class cluster has been approved in advance by the State Personnel Director and the use of the approved class cluster for job changes, layoff, or recall has been agreed upon in secondary agreements.

Layoff and recall shall be in accordance with procedures set forth in this Article with the exception that they shall not apply to:

1. Temporary layoff of twenty (20) or less cumulative work days in a fiscal year except as otherwise provided in the parties' settlement agreement specific to Arbitration Award 54 390 0128 09 (Mittenthal 12-19-10). In such cases, employees will be laid off by inverse seniority within classification and work site/unit and recalled by

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seniority. The Employer may lay off out of the line of seniority because of function/specialty and/or funding source. However, layoffs within function/specialty and funding source shall be by inverse seniority. Funding source is defined as Restricted, Federal or General Fund for purposes of this Section. Where the Employer determines to temporarily lay off all the Bargaining Unit employees in a work site/unit it may do so provided all Unit employees in the work site/unit are laid off in approximately equal numbers for an equal number of days. The Employer shall, when temporary layoffs are being planned, inform the Union at least 14 calendar days in advance of the temporary layoffs. Employees shall be given written notice of temporary layoff at least seven calendar days prior to the effective date of temporary layoff.

An employee who is temporarily laid off in accordance with the above paragraph shall not be entitled to any leave balance payoffs upon temporary layoff, however, employees who are temporarily laid off shall continue to accrue seniority, leave credits and all benefits as if they were in full pay status.

Temporary layoff will only be used for:

a. Loss of funding which the Department or Agency does not expect to obtain or make up within the temporary layoff period. Issuance of a Governor's Executive Order or instructions by the State budget director to departments and agencies to reduce spending in preparation for lapses of spending authorizations necessary to balance the State budget shall be conclusive evidence of loss of funding, but shall not be required. Losses of or reductions in federal funds, restricted State funds, bond sales, or other sources of State revenues shall qualify under this Section; or

2. Seasonal layoff of seasonal employees, however, procedures covering seasonal layoff and recall of seasonal employees shall be a proper subject for secondary negotiations.

Except as provided in this Section, when the Employer determines it is necessary to expire a limited term appointment prior to the scheduled expiration date, an employee so affected shall be given notice not less than seven (7) calendar days prior to the new expiration date.

The expiration of a limited term appointment shall not be considered a layoff for purposes of this Article.

An employee with status acquired in a limited term appointment and separated because of the expiration of that appointment may be reinstated within three (3) years in any vacancy in any Department in the same class as that from which the employee was separated. Such reinstatement may precede employment of any person on a Civil Service employment list and any person with less seniority on a recall list. This Sub-Section shall not apply in the case of a continuing State classified employee who accepted an appointment to a limited term position under the same Appointing Authority at an equal or higher level; in this situation the employee will be returned to their former class, level, and work site.

1 When the Employer determines there is to be a layoff, employees who are scheduled
2 to be laid off shall be given such written notice not less than fifteen (15) calendar days
3 prior to the effective date of layoff. The Employer will, when layoffs are being planned,
4 inform MSEA as soon as practicable which under normal circumstances is hereby
5 deemed to be not less than thirty (30) calendar days and discuss upon request the
6 potential impact upon Unit employees caused by such layoff. The Employer shall
7 furnish the MSEA Central Association concurrent written notice of the name, seniority,
8 class titles, and current assignment location of employees holding positions scheduled
9 to be vacated. It is recognized that employee choices and ultimate bumping rights
10 preclude the Employer from providing information beyond what is required herein.
11 Whenever the Union has a good faith doubt as to the accuracy of any information
12 provided, it may request and shall promptly receive the right to a conference with the
13 particular Department/Agency for the purpose of receiving sufficient information to
14 explain Employer procedure or correct agreed upon errors. When layoffs and bumping
15 are completed, the Union shall be entitled to receive within thirty (30) calendar days,
16 a completed list identifying those employees who have been bumped or laid off.

17 **B. Voluntary Layoffs.**

18 When the Employer elects to reduce the work force, employees within the affected
19 classifications may request, in writing, preferential layoff out-of-line seniority. Said
20 requests shall be granted in seniority order. If granted, the Employer shall not contest
21 the employee's eligibility for unemployment compensation. Nothing in this Section
22 shall be construed to constitute a waiver of such employee's recall rights. The fifteen
23 (15) calendar day notice requirement in Section A above shall be waived for
24 employees requesting preferential layoff. Such employees shall not accrue seniority
25 while on layoff.

26 **C. General Layoff Procedures.**

- 27 1. Layoff shall be statewide within a Department or by geographic and/or
28 organizational layoff units as provided in departmental plans on file with the Civil
29 Service Commission on November 24, 1980, unless subsequently modified in
30 secondary negotiations. Layoff units shall be defined in secondary negotiations
31 upon request of either party.
- 32 2. Within a layoff unit, except where the use of approved class clusters have been
33 established by secondary negotiations, layoff shall be by Civil Service Commission
34 classification and level within a series by inverse seniority. Positions in a class
35 series which contain automatic level changes shall be considered to be at the
36 same class and level. Where the use of approved class clusters have been
37 established through secondary negotiations layoff shall be by inverse seniority
38 within the layoff unit and the approved class cluster.
- 39 3. No permanent employee shall be laid off until all limited-term and temporary non-
40 career appointments in the same classification (and approved class cluster, if
41 negotiated in secondary negotiations) and lay-off unit are terminated.

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1 4. Seniority for purposes of layoff, bumping and recall shall be as defined in Article
2 11, Section A.

3 5. Excluded employees and eligible employees, as defined by the Civil Service
4 Commission Rules and Regulations, who are not exclusively represented shall be
5 permitted to bump back into these Bargaining Units under procedures outlined
6 hereinafter.

7 6. Seniority of excluded employees and eligible employees who are not exclusively
8 represented for purposes of bumping into the Labor and Trades and/or the Safety
9 and Regulatory Units shall be computed as follows:

10 a. All persons employed on November 24, 1980, shall retain full seniority based
11 on their continuous service prior to that date.

12 b. All persons who moved from the rank and file to an excluded or eligible non-
13 exclusively represented position prior to November 24, 1980, shall retain all
14 continuous service hours for purposes of seniority earned up to November 24,
15 1980, plus up to an additional 1,040 hours.

16 c. All persons who moved from the rank and file to an excluded or eligible non-
17 exclusively represented position after the effective date of the Agreement shall
18 retain all continuous service hours for purposes of seniority earned up to the
19 effective date of such appointment and thereafter up to 1,040 hours earned in
20 such excluded or eligible non-exclusively represented position.

21 7. The Employer may lay off and recall out-of-line seniority because of:

22 a. Gender;

23 b. Manual communication skill;

24 c. Bilingual skill;

25 d. Civil Service Commission approved sub-class code (selective certification);

26 The exceptions listed in a. through d. shall only be made where there is a valid
27 occupational requirement and no alternative exists for preferring the less senior
28 employee.

29 The Employer shall give notice of such intent to MSEA and in accordance with Civil
30 Service Commission Rules and Regulations, upon request shall meet and confer
31 with MSEA about the impact of such determination.

32 **D. Bumping.**

33 The employee scheduled for layoff may elect either to accept layoff or bump to the
34 least senior position in the layoff unit for which the employee is qualified, as provided
35 in this Section. An employee scheduled for layoff who fails or is unable, in accordance
36 with Article 11, Section A., to exercise the option to bump to the least senior position
37 shall be laid off.

1 For purposes of this Article, the least senior position is defined as:

2 1. A vacant position which the Employer intends to fill; or, in the absence of such
3 vacancy,

4 2. The position occupied by the least senior employee as defined in Article 11,
5 Section A. above.

6 Within seven (7) calendar days of receipt of notification of layoff, the employee
7 scheduled for layoff shall notify the Employer of his/her decision to either accept layoff
8 or bump into the least senior position in the layoff unit in the next lowest level and
9 successively lower levels thereafter, within his/her current approved class series/class
10 cluster. Positions in a class series which contain automatic level changes shall be
11 considered to be the same class level. Alternatively, if it would result in a higher rate
12 of pay, an employee may bump into the least senior position in the layoff unit in a
13 former class series/approved class cluster at and below any level at which the
14 employee had satisfactorily completed his or her probationary period. This alternative
15 shall not apply to employees who were demoted from the higher paying class for
16 disciplinary reasons or who transferred from the higher class in less than satisfactory
17 employment status.

18 If an employee notifies the Departmental/Agency Employer of the decision to bump
19 and later chooses to accept layoff, the Departmental/Agency Employer shall not be
20 required to recompute the bumping chain. Employees scheduled for layoff while on
21 leave of absence shall within seven (7) calendar days of notification, inform the
22 Departmental Employer in writing of his/her decision to accept layoff or exercise
23 bumping rights in accordance with this Section. The temporarily vacant position
24 resulting from the bump may be temporarily filled by the Employer by limited term
25 recall, reassignment or any other manner provided by this Agreement until the
26 bumping employee returns from leave.

27 An employee seeking to bump into another position must meet all requirements in
28 accordance with Articles 11 and 12.

29 As a result of bumping downward, an employee shall not earn more than the maximum
30 rate of the lower class bumped into or more than the rate previously earned in a higher
31 class from which the employee bumped. When an employee bumps downward he/she
32 shall be paid at that step in the lower level pay range which credits the service in the
33 higher level range(s) to the step at which the employee was paid when promoted from
34 a lower level.

35 Except as specified in Sections C.5. and C.6. of this Article, employees outside these
36 Bargaining Units shall have no bumping rights to positions within these Units.
37 Bargaining Unit members have no bumping rights arising out of this Agreement to
38 positions outside these Units.

39 The issue of the use of an approved class cluster(s) for bumping purposes shall be a
40 proper subject for secondary negotiations at the request of either party.

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1 Bumping between employment types (e.g., full-time, part-time, etc.) shall be in
2 accordance with current departmental practice unless negotiated otherwise in
3 secondary negotiations.

4 Bargaining Unit members shall not receive travel expense or moving expense
5 reimbursement in connection with bumping or equivalent reassignment.

6 **E. Recall Lists.**

7 1. Definitions: For purposes of this Article the following definitions apply:

8 a. The **Primary Class** is the class and any other class(es) in the approved class
9 cluster from which an employee is initially laid off or bumped.

10 b. The **Secondary Class** is a class and level and any other class(es) in the
11 approved class cluster in the Bargaining Units, other than the primary class, in
12 which the employee has satisfactorily completed a probationary period, and
13 any lower level class in that class series or approved class cluster.

14 c. A **Departmental Recall List** is a list by class and level, and by county or
15 Agency/Facility of each employee who has been laid off or bumped from a
16 position in the Department and for which he/she is both eligible under a. and b.
17 above and has requested recall to such class, level and county or
18 Agency/Facility.

19 d. A **Statewide Interdepartmental Recall List** is a list by class and level and
20 county of each employee who has been laid off or bumped from a position in
21 the State classified service, and for which he/she is both eligible under both a.
22 and b. above and has requested recall to such class, level and county.

23 2. **Construction of Lists:** Each employee who is laid off from State employment who
24 bumps or who refuses reassignment to another county, or who is eligible to return
25 from a medical layoff in accordance with Article 16, Section C(2), shall have the
26 right, upon written request to his/her Appointing Authority within seven (7) days
27 subsequent to being laid off, to have his/her name placed on the Departmental
28 Recall List for the primary and any secondary classes for which he/she is eligible,
29 for any county or Agency/Facility in the Department at which he/she will accept
30 recall.

31 Also, such employee upon written request to his/her Appointing Authority as
32 provided above, shall have the right to have his/her name placed on the Statewide
33 Interdepartmental Recall List for the primary and any secondary class for which
34 he/she is eligible, for each county to which recall would be accepted. The
35 Departmental Employer will provide to employees eligible for recall a form which
36 shall be utilized to indicate recall availability.

37 An employee may delete his/her name from any recall list without penalty at any
38 time prior to being recalled, by giving written notice of such request to his/her
39 Appointing Authority. Similarly, without penalty, an employee may also delete a
40 county or Agency/Facility to which he/she has requested recall.

1 An employee may reactivate his/her name on appropriate recall lists and/or elect
2 additional locations during their period of eligibility for recall by providing written
3 notice to the Appointing Authority. Such additions shall, as soon as practicable, be
4 included on recall lists prepared after the date of receipt. Provided, however, that
5 an employee removed from a recall list in accordance with Section G. may not
6 elect to be returned to the same list.

7 **F. Recall from Layoff.**

8 The provisions of this Section shall be applied subject to the exceptions listed in
9 Section C.7. of this Article. Notice of recall shall be sent to the employee at his/her last
10 known address by registered or certified mail.

11 When the Employer intends to fill a vacancy, the Employer may reassign employees
12 in accordance with Article 13, within the county or Agency/Facility and within the
13 class/approved class cluster and level of the vacancy, otherwise when the Employer
14 intends to fill a vacancy, the Employer shall recall the most senior employee who is
15 on the Departmental Recall List for such class and level and who has designated that
16 county or Agency/Facility.

17 If no employee is on such Departmental Recall List, the Employer shall recall one of
18 the three (3) most senior employees from the Statewide Interdepartmental Recall List
19 for the class and level who have designated the county in which the vacancy exists
20 as one to which he/she will accept recall. In the event there are less than three (3)
21 names the Employer shall recall from the remaining available name(s) on the list.

22 The employee's right to recall shall exist for a period of up to three (3) years from the
23 date of layoff. Prior to that time employees may renew their recall rights for another
24 three (3) years by giving written notice to the Employer.

25 **G. Removal of Names From Recall Lists.**

26 If an employee fails to respond within ten (10) calendar days from the registered or
27 certified mailing date of the recall notice his/her name shall be removed from recall
28 lists. An employee who fails to respond to a recall notice and who is subsequently
29 removed from recall lists may, within thirty (30) calendar days of such removal, request
30 reinstatement on all appropriate recall lists. The request must be in writing and include
31 supporting documentation. After establishment of valid reasons for failure to respond,
32 the unit employee shall be reinstated on all appropriate recall lists, but shall have only
33 future recall rights. In addition, his/her name shall be removed from recall lists as
34 provided below:

- 35 1. An employee who refuses or accepts recall to employment in his/her primary class
36 in his/her original county shall be removed from all recall lists.
- 37 2. An employee who refuses or accepts recall to employment in his/her primary class
38 in a county other than his/her original county shall be removed from all recall lists
39 except for his/her original county.

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3. An employee who refuses or accepts recall to employment in a secondary class in his/her original county shall be removed from all recall lists for that class and all other secondary classes at that level and below.
4. An employee who refuses or accepts recall to employment in a secondary class in a county other than his/her original county shall be removed from all recall lists for that class and all other secondary classes at that level and below except at his/her original county.
5. The parties agree that the recall rights, seniority and benefit credit of employees who are separated or who resign from State employment are forfeited as a result of such separation or resignation, except that an employee who resigns during the first six (6) months of employment in a secondary class or in a class referred to from the placement project, or is separated by the Employer during the first six (6) months of employment in such class based on the inability to satisfactorily perform required job responsibilities, shall retain all recall rights, and if recalled, shall retain seniority and benefit credit.

H. Limited Term Recall.

In accordance with the provisions of this Article, employees shall designate agreement to be recalled by county or Agency/Facility on a limited term basis when laid off. Limited term recall shall also be on the basis of seniority. An employee who fails to accept limited term recall to a county or Agency/Facility previously designated shall be removed from that list. Removal from a limited term list shall be in accordance with the provisions of Section G. of this Article and shall not affect the employee's place on a permanent recall list. An employee whose limited term recall expires shall have no bumping rights except in the case of a continuing State classified employee who accepted limited term recall under the same Appointing Authority; under this situation the employee shall be returned to the previous class/level and work site at the time of limited term recall.

I. Layoff and Recall Information to MSEA.

The Departmental Employer agrees to provide to MSEA copies of seniority lists and employment histories, which the Employer uses to complete the layoff process.

The Departmental Employer shall provide to MSEA copies of recall forms completed by employees.

The Departmental Employer agrees to provide to MSEA, upon request, copies of Departmental and/or Statewide Interdepartmental Recall List(s) which were used to recall Bargaining Unit employees.

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ASSIGNMENT AND TRANSFER

A. Definitions.

1. **Assignment.** An assignment is the particular job to be performed within a work location, on an assigned shift and schedule as directed by the Employer.
2. **Reassignment.** A reassignment is a change of assignment of a classified employee affected upon the Employer's initiative in accordance with Section C. of this Article.
3. **Relocation.** Relocation is the reassignment of an employee by management involving the mandatory change of personal residence.
4. **Transfer.** A transfer is a permanent change of assignment of an employee covered by this Agreement which is initiated by the employee.
5. **Original Vacancy.** A vacancy is a new or existing unfilled, permanent assignment which the Employer seeks to fill. A position from which an employee has been laid off is not a vacancy for purposes of transfer.
6. **Secondary Vacancy.** A secondary vacancy is a vacancy arising directly as the result of an employee being selected from the vacancy transfer list to fill the original vacancy.
7. **Subsequent Vacancies.** A subsequent vacancy is a vacancy which results from the filling of a secondary vacancy in accordance with this Article.
8. **Work Location.**
 - a. **Labor and Trades** - Work Location shall be defined as all the premises of a Department in a county, unless otherwise agreed to by the parties in a secondary level negotiation, except that each of the following shall be considered a separate location:
 1. A building or related group of buildings with twenty-five (25) or more employees in the Bargaining Unit.
 2. A building or group of buildings which constitutes a facility in the Departments of Health and Human Services, Corrections, and Education.
 3. In the Department of Corrections and the Department of Health and Human Services a "work location" is defined as (1) a facility, (2) multiple facilities that have shared services, or (3) facilities in close proximity to one another, not to exceed a distance of two miles.
 - b. **Safety And Regulatory** - Work location is a county or a facility within a county, or in those instances where employees have a geographic area of assignment larger than a county, the geographic area of assignment shall be considered the work location. In the Department of Corrections, the geographic area of

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assignment for Fire Safety Inspectors shall be one of three regions as agreed to by the parties. It is the intent of the Department of Corrections to minimize non-primary duties of the classification as changes in the number and location of positions occur. This definition shall be the subject of secondary negotiations at the request of either party.

9. **Work Site.**

Safety And Regulatory - For the purpose of this Article each of the following shall be considered a separate work site:

1. A building within a work location;
2. A building or group of buildings which constitute a Facility of the Departments of Health and Human Services, Corrections, and Education, or organizational field unit in the Department of Natural Resources;
3. In metro-Lansing area, the various administrative office locations for each Department shall be considered as a single work site.

This definition shall be the subject of secondary negotiations at the request of either party.

10. **Work Unit.**

Labor And Trades - Where applicable, establishment of work units will be discussed at secondary negotiations.

11. **Seniority.** For purposes of this Article seniority shall be as defined in Article 11.

12. **Qualified.** For purposes of this Article, except as provided in Section D., an employee shall be deemed qualified if he/she is actively employed on a permanent basis in satisfactory status in the same Department and Civil Service Commission classification as the vacancy.

B. General.

1. An employee shall be given thirty (30) calendar days written notice prior to the effective date of any reassignment involving a mandatory change in residence, or change in work location in excess of twenty (20) miles from the employee's present work location. If operational requirements are such that the employee is required to report to the employee's new assignment before the thirty (30) day period expires, the employee's eligibility for travel, lodging, and meal allowances shall be extended by the same period of time the employee is required to report early.
2. Where reassignment with relocation is contested, the employee will accept the reassignment and will be entitled to reimbursement for travel expenses in accordance with the State Standardized Travel Regulations up to a maximum of one hundred eighty (180) days while the appeal is being processed.

3. Reassignment of employees shall not be made in an arbitrary or capricious manner. The Employer will attempt to minimize the negative impact upon the employee affected by the reassignment.
4. Initial assignments and transfers are not grievable.
5. Reassignments will not be executed solely for disciplinary purposes.
6. When filling the original and secondary vacancies, the Employer will use seniority as the basis for transfer, unless otherwise specified in this contract. Adequate and timely notice shall be made available to all employees of this Unit eligible to transfer to a vacancy.

C. Assignment-Reassignment.

1. **Right of Assignment.** Except as provided in this Article, the Employer shall have the right and responsibility to assign employees to and within an Agency or work location within their classification. In filling a vacancy the Employer shall continue to have the right to assign or reassign a qualified employee subject only to the provisions of this Article.
2. **Other Assignment.**
 - a. Prior to utilizing provisions of Section D of this Article, the Employer may reassign an employee, within the employee's work site/unit, provided that such reassignment does not require a shift change. In reassigning an employee from one work location to another or one work site/unit to another, or from one assignment to another requiring a change in shift, the Employer shall reassign the most senior qualified volunteer, if any. If there is no volunteer, then the Employer shall reassign the least senior qualified employee, who has not been reassigned across shifts or between work locations, within the immediately preceding twelve (12) month period.
 - b. The Employer will not reassign an employee to another classification if such assignment would require compensation in a lower pay range. At work sites/unit having multiple shifts, a redistribution of employees between shifts, provided that there is no net gain of employees, shall be accomplished by voluntary transfers of qualified employees by seniority from the other shifts at that work site/unit. Failing to meet operational requirements via these transfers, the Employer will reassign the least senior qualified employee, whenever possible, who has not been reassigned across shifts within the immediately preceding twelve (12) month period. To maintain a balance of experienced employees in a manner requiring transfer out of line seniority on a shift, agreements will be sought through the appropriate level Labor-Management Meetings. An employee who refuses a reassignment to another county shall not have such refusal treated as a layoff, however, he/she shall be entitled to recall rights.
 - c. When the Employer has a need to assign an employee(s) from one work location to another or within a location, from one facility to another, all travel

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1 shall be by the most direct route. Travel in excess of the distance to the
2 employee's official work station shall be considered time in pay status and
3 reimbursable in accordance with State Standardized Travel Regulations
4 (Article 43, Section T). This provision shall not apply to a permanent change of
5 assignment.

6 d. Within the Department of Transportation, the parties agree that the matter of
7 temporary assignments, and associated travel expenses, that are the result of
8 assignments to and from winter maintenance/summer operation will be a
9 proper subject for secondary negotiations.

10 3. **Employee Conduct Reassignment.** An employee may be reassigned when an
11 employee's conduct or actions have been such that the employee's continued
12 presence in a work site/location will be detrimental to the continued effectiveness
13 of the work site/location or, the employee will be seriously hampered in the
14 effective performance of the employee's duties. An employee conduct
15 reassignment may be requested by the employee or initiated by the Employer, and
16 shall be reduced to writing and state the reason. Any employee conduct
17 reassignment requested by the employee shall not be grievable. Reassignment
18 shall not be executed solely for disciplinary purposes.

19 4. **Employee Demotion.** The Employer may fill a position by either voluntary or
20 involuntary demotion, of an employee in the Bargaining Unit, prior to transferring
21 or recalling employees.

22 5. **Relief Assignment.** Relief assignments may be made on a day to day basis by
23 the Employer in order to insure and establish adequate staffing within an
24 assignment or work location. Relief assignments may be utilized by the Employer
25 as a regular assignment. In the Labor and Trades Bargaining Unit, this shall not
26 be done to avoid the payment of overtime. In the Safety and Regulatory Unit
27 current practice for use of relief assignments shall continue unless modified in
28 secondary negotiations.

29 6. **Temporary Assignment.**

30 a. **Labor and Trades Unit.** The Employer may temporarily fill a vacancy to fulfill
31 operational requirements, including using employees from a layoff list without
32 being bound by the procedure of Section D of this Article. Such temporary
33 assignments shall not exceed ninety (90) calendar days per calendar year. In
34 the MDOT such temporary assignment shall not exceed one hundred twenty
35 (120) calendar days per calendar year without the mutual agreement of the
36 parties.

37 b. **Safety and Regulatory Unit.** The Employer may temporarily fill a vacancy to
38 fulfill operational requirements, including using employees from a recall list
39 without being bound by the procedure of Section D. of this Article. Such
40 temporary assignment(s) or reassignment(s) shall not exceed ninety (90)
41 calendar days per calendar year. Except for the Office of Inspector General of
42 the Department of Health and Human Services, temporary-assignment(s) or

1 reassignment(s) shall not exceed one hundred eighty (180) calendar days in a
 2 calendar year, unless extended by mutual agreement by the parties. However,
 3 temporary reassignments at work sites or locations outside the employee's
 4 permanent work location or county containing the employee's permanent work
 5 site will make the employee eligible for travel and meal allowances.

6 c. The Employer shall give preference in making temporary assignment(s) or
 7 reassignment(s) to most-senior qualified volunteers.

8 Where there are no qualified volunteers the Employer will likewise assign or
 9 reassign the least senior qualified employee.

10 7. **Labor & Trades-Winter Maintenance Assignments-MDOT Only.** The Michigan
 11 Department of Transportation shall post at each respective work location and shall
 12 furnish to the MSEA a list of employees identified as being subject to winter
 13 maintenance assignment annually, no later than August 30th.

14 The parties agree that the process for employees within MDOT who are
 15 temporarily assigned subject to winter maintenance operations within the Michigan
 16 Department of Transportation will be a proper subject of secondary negotiations.

17 The parties agree that this process will only apply to those employees within MDOT
 18 who are temporarily assigned annually for the purpose of winter maintenance
 19 operations.

20 8. **Limits to Reassignment.** An employee shall not be subject to reassignment
 21 requiring mandatory relocation of residence more than once in any three (3) year
 22 period except:

23 a. By mutual agreement between the Employer and the employee;

24 b. In cases of employee conduct reassignment;

25 c. Within the Department of Health and Human Services, reassignment shall be
 26 confined to a Facility.

27 **D. Transfer.**

28 1. **General.** Except as provided in Article 12, Section F, permanent vacancies in
 29 classifications at work locations shall be filled in accordance with the provisions of
 30 this Article. The qualifications of employees applying for a transfer within their
 31 current classification and work location shall be given consideration in accordance
 32 with the following:

33 a. Whether the employee's experience and performance indicate overall ability to
 34 perform the work required in a satisfactory manner;

35 b. Employees on authorized sick leave for a period of more than two (2) weeks,
 36 from the time the Employer seeks to fill the vacancy or employees on leave of
 37 absence will be considered unavailable;

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1 c. Sub-class code, selective certification, selective position requirement or valid
2 occupational requirements in accordance with Article 12, Layoff and Recall.

3 d. Should the Employer raise a question of the physical fitness of an employee to
4 perform required work, the employee will not be held to a higher standard of
5 fitness than that which is currently necessary to secure employment in the
6 particular classification.

7 e. The procedure for tiered transfer priorities and transfer across shifts within the
8 same work location shall be a proper subject for secondary negotiations.

- 9 2. **Vacancy Transfer List.** Employees shall be entitled to express an interest in
10 transfer to other work locations, work sites and/or work units to which they would
11 like to transfer within their current classification which would allow them to retain
12 their same level. The issue of transfer priorities shall be a proper subject for
13 secondary negotiations. The issue of transfers within work locations, work sites
14 and/or work units of less than fifty (50) Bargaining Unit employees shall be a proper
15 subject of secondary negotiations only upon mutual agreement of the parties. The
16 Employer will establish vacancy transfer lists from which original and secondary
17 vacancies will be filled by qualified employees. Such vacancy transfer lists shall be
18 based upon the seniority list provided for under Article 11, Seniority.

19 Requests for transfers shall be made on the appropriate form and sent to the
20 Personnel Office. Lists will be updated on the first of each month. To be included
21 on the lists, transfer requests must be received by the Personnel Office by the 20th
22 of the preceding month. Lists of work locations and their classifications shall be
23 made available for review by employees. The issue of notice to employees of the
24 creation of a new work site, work location and/or work unit is a proper subject for
25 secondary negotiations. Transfer lists established as a result of such requests will
26 expire annually on September 30. The Employer shall provide notice to employees
27 no later than September 15 that transfer lists (or hardship transfer requests)
28 established by this Agreement are expiring on September 30.

29 Employees submitting transfer requests, shall indicate a maximum of three (3)
30 desired work sites, work locations and/or work units by county designation or other
31 appropriate designations as determined in secondary negotiations.

32 In notifying the applicant(s) on the vacancy transfer list, the Employer shall furnish
33 the employee the classification, work location, valid occupational, sub-class code,
34 selective certification or selective position requirements, and scheduled work days
35 of the vacancy.

- 36 3. **Original Vacancies.** Except as provided in Article 12, Section F., original
37 vacancies shall be filled by transfer of one of the three (3) most senior qualified
38 employees who have applied for the vacancy by properly designating the work
39 location(s) (which includes shift) of the vacancy on the vacancy transfer list
40 provided for in sub-section 2. above. Such transfer requests shall be submitted to
41 the personnel office in writing. If there are less than three (3) qualified employees
42 on the vacancy transfer list the Employer shall appoint one of the remaining

qualified employees on the transfer list. In the Department of Corrections, Correctional Facilities Administration and the Department of Health and Human Services, transfer requests from outside the Agency shall only be considered when there are no qualified employees from the Agency on the transfer request list.

4. **Secondary Vacancies.** Secondary vacancies shall be filled in the same manner as original vacancies.

5. **Subsequent Vacancies.** The Employer may fill subsequent vacancies at the work location where such vacancies occur by means other than the vacancy transfer list. Such methods include reassignment, reinstatement, rehire, return from LOA, promotion and demotion.

Requests for transfers from outside the department shall be considered before new-hires, inter-classification transfers, placement of trainees, and volunteers.

The Employer may make involuntary reassignments to subsequent vacancies in accordance with Section C.3. of this Article and shall only be by inverse seniority from the work location of the Employer's choice.

6. **Absence of Applicants on Vacancy Transfer List.** In the event that there are no qualified applicants on a vacancy transfer list for the work location in which an original or secondary vacancy occurs, and/or in the event that there are qualified applicants but none has accepted an offer of appointment to the vacancy from the vacancy transfer list, the original or secondary vacancy shall be filled as though it were a subsequent vacancy.

7. **Removal from Vacancy Transfer List.** An employee who has designated a preference for one or more work locations may voluntarily remove his/her name from any vacancy transfer list for such work locations by providing the Employer written request at any time prior to an offer of appointment being made by the Employer to the employee. The name of an employee who declines an offer of appointment from the vacancy transfer list shall be removed from the vacancy transfer list for the work location in which the offered vacancy is located. An employee departing on vacation may furnish the Employer, prior to departure, a written indication of the priority order of one or more (up to three) of the employee's designated work locations on the vacancy transfer list which he/she will accept upon return from vacation. If such a vacancy arises during the period of the scheduled vacation, the vacancy will be held open for the employee who shall be obligated to accept it.

8. **Limitations.** The Employer shall not be required to consider:

a. An initial or continuing probationary employee;

b. Employees with an unsatisfactory service rating, or who have received a disciplinary suspension within one year preceding the date of the transfer request, or during the period between the application date and the date the employee is considered for transfer;

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1 c. Employees who have been transferred as the result of a transfer request any
2 time during the immediately preceding twelve (12) month period (unless the
3 employee has transferred subsequent to being bumped in order to get closer
4 to the original work location and the new transfer request would get the
5 employee even closer), or transferred or reassigned as a result of an Employee
6 Conduct Transfer Reassignment, any time during the immediately preceding
7 twelve (12) month period;

8 d. Employees who have declined, or failed to respond to three (3) offers of transfer
9 within the immediately preceding twelve (12) month period;

10 e. **Safety and Regulatory.** Employees who do not possess the particular
11 qualifications for the assignment, including but not limited to:

12 (1) Special job skills;

13 (2) Physical requirements;

14 (3) Selective certification requirements;

15 (4) Specialized qualification requirements determined in secondary
16 negotiations.

17 9. **Hardship Transfers.** Legitimate hardship transfer requests to vacancies at
18 another work location submitted by MSEA shall be honored where the Appointing
19 Authority determines that a hardship exists and that to do so will not impair the
20 operating effectiveness of the Department or any sub-unit thereof. For purposes
21 of this Subsection, hardship means health condition of an employee or an
22 employee's immediate family (as defined as in Article 40 Section b.) requiring the
23 employee's presence or availability in another location for an extended period of
24 time. All hardship transfer requests shall be in writing to the employee's Appointing
25 Authority and clearly set forth the circumstances of the hardship. The Appointing
26 Authority will notify MSEA and the employee of the status of the request within
27 twenty (20) week days of receipt of the request. Transfer requests will expire
28 annually on September 30. Such transfer shall be given priority over other
29 voluntary transfer requests. MSEA agrees that the approval of such hardship
30 transfer by the Appointing Authority shall not be grievable if done in accordance
31 with the provision of this Subsection.

32 10. **Correcting of Staffing Imbalance.** Where the Employer seeks to correct a
33 staffing imbalance between or within work locations or work sites, the Employer
34 may consider transfer requests from an over staffed work site/work location prior
35 to considering transfer requests from other work sites. When the Employer intends
36 to utilize this provision the Employer shall give MSEA prior notice and shall, upon
37 request, meet with MSEA to discuss the details of such action.

38 11. **Exchange Transfer.** An exchange transfer may take place upon agreement of
39 involved employees, the Employer and MSEA.

E. Expense Reimbursement.

Employees who are reassigned with relocation under the provisions of this Article shall receive reimbursement for incurred moving expenses in accordance with Article 37 of this Agreement. In addition, they shall be allowed travel, lodging, and meal allowances in accordance with the State Standardized Travel Regulations. If the Employer conducts interviews related to this Article, an employee selected for interview shall be allowed necessary and reasonable release from assigned duties and travel time without loss of pay or benefits. Nothing in this Article shall preclude a Department from paying expenses on a transfer with relocation.

ARTICLE 14
HOURS OF WORK

Sections A., B., C., D. shall not apply to Permanent-intermittent, or less than full-time employees.

A. Biweekly Work Period.

The work period is defined as eighty (80) hours of work normally performed on ten (10) work days within the fourteen (14) consecutive calendar days which coincide with current biweekly pay periods.

B. Work Days.

The work day shall consist of an assigned shift within twenty-four (24) consecutive hours commencing at 12:01 a.m. Whenever practicable and consistent with program needs, employees shall work on five (5) consecutive working days separated by two (2) consecutive days off. Significant or major changes in methods of scheduling shall be first discussed with MSEA before changes are made.

C. Work Shift.

The work shift shall normally consist of eight (8) consecutive work hours which may be interrupted by a meal period. For purposes of this Article the following work shifts are defined:

Day Shift - Starts between 5:00 a.m. and 1:59 p.m.

Afternoon Shift - Starts between 2:00 p.m. and 9:59 p.m.

Night Shift - Starts between 10:00 p.m. and 4:59 a.m.

Employees may be assigned to work rotating or relief shifts.

If a paid lunch period is provided by the Employer, the shift shall be eight (8) consecutive hours. An unpaid lunch period shall not exceed one (1) hour and shall normally be taken at or near the end of the first four (4) hours of work in accordance with operational requirements.

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MSEA and the Employer recognize that certain employees are exempt from explicit shifts. These employees are expected to work an eight (8) hour shift or its approved equivalent, but the nature of the work does not lend itself to standard work days, work hours (including meals and breaks), and work week. Such employees are usually those who are ineligible for overtime compensation except as otherwise identified in this Agreement. Such employees will have their work time approved by the appropriate authority. Daily reporting for work may be independently adjusted with Employer approval and a schedule will be maintained with the approval of the appropriate supervisor.

The Employer reserves the right to establish or re-establish eight and one-half (8 ½) or nine (9) hour shift schedules with one-half (½) or one (1) hour for unpaid lunch. Meals previously provided to employees working eight (8) hour shifts may be canceled when employees are changed to eight and one-half (8 ½) or nine (9) hour shifts as provided herein.

D. Work Schedules.

Work schedules are defined as an employee's assigned hours, days of the week, days off, and shift rotation. Schedules not maintained on a regular basis or fixed rotation shall be posted as far in advance as possible, but at least fourteen (14) calendar days prior to the beginning of the pay period to be worked. Where employees are assigned to multiple shifts, the issue of bidding on such shifts shall be a proper subject for secondary negotiations. Additionally, where multiple start times are available in a work unit, at the request of either party the issue of bidding on start times shall be a proper subject for secondary negotiations.

1. Code 1 Employees

Changes in work schedules may be made up to ninety-six (96) hours prior to the beginning of the pay period to be worked. Any changes in scheduling shall be confirmed in writing to the employee or posted on appropriate bulletin boards.

The regular work schedule of an employee in a Code I classification as indicated in Appendices A & B shall not be altered within the work period provided in Section A, above, solely to avoid premium overtime. Any change in work schedule not in compliance with this Section shall result in compensation for hours worked outside the regularly scheduled shift at one and one-half (1½) times the employee's regular rate of pay. With the Employer's approval employees may voluntarily agree, without penalty to the Employer, to changes in the work schedules. Scheduling changes necessitated by requests initiated by employees shall be exempt from the one and one-half (1½) time compensation required by this Section unless the employee is otherwise placed in overtime status in accordance with Article 15. Emergency scheduling may continue in accordance with current practice. The issue of the temporary scheduling of Motor Carrier Officers who are required to appear in court or attend mandatory training on a shift other than their regular shift shall be a proper subject for secondary negotiations.

2. Code 2, Code 3 and Law Enforcement Employees

1 The regular work schedules of an employee in a Code 2, Code 3 or law
2 enforcement classification as indicated in Appendix B may be altered by the
3 Employer without penalty within the work period provided in Section A above.

4 **E. Meal Periods.**

5 In accordance with current practice, work schedules shall provide for the work day to
6 be broken at approximately mid-point by an unpaid meal period of not less than thirty
7 (30) minutes. At the discretion of the Employer, meal periods may be temporarily
8 rescheduled to meet operational requirements. Those employees who receive an
9 unpaid meal period, and are required to work or be at their work assignments and are
10 not relieved for such meal periods shall have such time treated as hours worked for
11 the purpose of computing overtime; however, nothing shall prohibit the Employer from
12 establishing or continuing an eight (8) hour work day inclusive of such meal period on
13 a regular basis. The issue of employees foregoing lunch periods or lunch periods
14 being extended beyond thirty (30) minutes shall be a proper subject for secondary
15 level negotiations regardless of current practice.

16 **F. Rest Periods.**

17 There shall be one (1) fifteen (15) minute rest period during each four (4) hours worked
18 in a regular shift. The Employer retains the right to schedule employees' rest periods
19 and to shorten such periods to fulfill emergency operational needs. The Employer may
20 continue current practices regarding breaks taken in the course of operational duties
21 or on an irregular basis. Rest periods shall not be accumulated and, when not taken,
22 shall not be the basis for any additional pay or time off.

23 **G. Wash-Up Time.**

24 Positions for which such necessary wash-up time is authorized shall be determined in
25 secondary negotiations.

26 If employees are working overtime at the end of the scheduled work day, an approved
27 wash-up period shall be provided immediately prior to the end of the overtime period
28 only. Under no circumstances shall an employee be paid premium pay to wash-up if
29 the employee is required to work through this wash-up period.

30 **H. Callback.**

31 Callback is defined as the act of contacting an employee at a time other than regular
32 work schedule and requesting that the employee report for work and be ready and
33 able to perform assigned duties. Employees who are called back or whose callback
34 time is contiguous to their regular working hours and employees who are called back
35 before they have left the Employer's premises will be paid only for those hours worked.
36 Employees who are called back and whose callback hours are not contiguous with
37 their regular working hours will be guaranteed a minimum of three (3) hours
38 compensation. Eligible callback time will be paid at the premium rate. When an
39 employee is on call and is called back to work the employee shall be compensated in
40 cash payment or compensatory time in accordance with the provisions negotiated in
41 secondaries in Article 15, Section E the premium rate for the hours of callback. These

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provisions do not apply to (1) exempt employees; (2) fruit and vegetable inspectors in the Department of Agriculture, and (3) Permanent-intermittent employees, unless by virtue of the callback the employee works in excess of eight (8) hours in a day or forty (40) hours in a work week.

I. On-Call.

On-call is defined as the state of availability to return to duty, work ready, within a specified period of time. Employees required to be on-call shall be so notified in writing by the Employer and shall remain available through a pre-arranged means of communication. Such employees shall be compensated at the rate of one (1) hour of pay for each five (5) hours of on-call duty. These pay provisions shall not apply to exempt employees, except in accordance with current practice. If an employee who is on-call is called back to duty, the period of callback shall not be counted as on-call time. On-call time shall not be counted as hours worked.

J. No Guarantee or Limitation.

This Article shall not be construed as a guarantee or limitation of the number of hours per work day or work period. This Article is intended to be construed only as a basis for overtime and shall not be construed as a guarantee of work per day or per week. Overtime shall not be paid more than once for the same hours worked.

K. Modified Work Schedules.

Nothing in this Agreement shall be construed to limit the Employer's discretion to establish, modify or abolish modified work schedules as are consistent with the program needs of the Employer and do not violate Section A above. Plans proposed by the Employer for the consideration of employees shall be provided to MSEA prior to being provided to, and discussed with, employees. If the initial implementation of any proposed plan would result in a layoff of a permanent employee, such provision of the plan shall be negotiable. Code 1 employees on modified work schedules shall only be entitled to overtime compensation for those authorized overtime hours in excess of ten (10) hours in a workday or forty (40) hours worked in a work week or as mutually agreed upon in secondary negotiations. Whenever the Employer intends to modify or abolish all or part of a modified work schedule and such intent would have an adverse impact on an employee(s), the Employer agrees to give fourteen (14) calendar days notice for the employee to adjust personal schedules in order to comply with such modification or abolishment. Any intended changes in modified work schedules will first be provided to MSEA and will be discussed with MSEA on request; however, such changes shall not be negotiable.

Where MSEA believes a substantial number of employees at a work site wish to consider a modified work schedule, such matter will be discussed in a Labor-Management Meeting, and shall be subject to secondary negotiations.

1 **L. Reduction in Hours.**

2 Nothing in this Article shall preclude an individual employee from requesting a
3 reduction of his/her hours and nothing shall preclude the Employer from granting such
4 request consistent with operational needs.

5 **M. Utilization of Leave Credits and Timekeeping.**

6 Utilization of leave credits and timekeeping records shall be maintained in tenths of a
7 hour.

8
9 **ARTICLE 15**
10 **OVERTIME**

11 **A. Definitions.**

12 1. **Exempt Employee.** An exempt employee is one who is not eligible for overtime.
13 Exempt employees are in classifications in Appendix B shown as Code 3.

14 2. **Eligible Employee.** An eligible employee is one who is eligible for overtime
15 compensation in accordance with Section B of this Article. Eligible employees are
16 in classifications in Appendix A and B shown as Code 1 or Code 2.

17 3. **Overtime.** Overtime is authorized work time that an eligible employee works in
18 excess of the applicable standard described in Section B. of this Article.

19 4. **Work Time.** Work time is defined as all hours actually spent in pay status including
20 travel time required by and at the direction of the Employer before, during or after
21 the regularly assigned work day, excluding sick leave, or annual leave other than
22 annual leave buy back.

23 5. **Work Week.** The work week shall consist of seven (7) consecutive twenty-four
24 (24) hour periods commencing at 12:01 a.m., Sunday.

25 6. **Regular Rate.** The regular rate of pay is defined as the employee's prescribed rate
26 per hour, including any applicable shift pay, prison ("P" rate) pay, hazard pay, on-
27 call pay and longevity pay.

28 7. **Overtime Rate.** The overtime rate shall be one and one-half (½) times the regular
29 rate.

30 8. **Compensatory Time.** Compensatory time is authorized paid time off from work in
31 lieu of overtime pay. Compensatory time is not charged against an employee's
32 annual, sick or other leave bank.

33 **B. Eligibility for Overtime Credit.**

34 The Employer agrees to compensate eligible employees in cash payment at the
35 overtime rate under the following conditions:

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1. An employee in a classification indicated as Code 1 in Appendices A or B shall be compensated at the overtime rate for all authorized work time, as defined above, in excess of (40) hours of work time in a work week or all consecutive hours in excess of eight (8). This Paragraph shall not prohibit the application of Paragraph 6 of this Section.
2. An employee in a classification indicated as Code 2 in Appendix B shall be compensated at the overtime rate for all authorized work time, as defined above, in excess of forty (40) hours of work in a work week.
3. An employee in a classification indicated as Code 1 or Code 2 in Appendices A or B who is on any modified work schedule shall be compensated at the overtime rate for all authorized work time in excess of their regular working day or forty (40) hours of work time in a work week.
4. The issue of compensating an employee in a classification indicated as Code 1 or Code 2 in Appendices A or B employed at an Agency/Facility in the Department of Health and Human Services hospitals and centers, or Military and Veterans Affairs at the overtime rate for all authorized work time in excess of eight (8) hours of work time in a day or eighty (80) hours of work time in a biweekly work period, shall be a proper subject for secondary negotiations only upon mutual agreement.
5. Employees designated as law enforcement officers in Appendix B shall be compensated at the overtime rate for all authorized hours of work time in excess of eighty (80) in a biweekly work period.
6. When a Code 1 employee requests a work schedule adjustment within a work week in lieu of accumulation of overtime and the Employer agrees, such adjustment shall be made as long as the employee has not worked in excess of forty (40) hours in the work week. For employees covered by Paragraph 4 or 5 of this Section such work schedule adjustments may be made within the biweekly work period.
7. An eligible employee may receive compensatory time off in accordance with the provisions negotiated in secondaries in Article 15 Section E at time and one-half (1 ½) for overtime hours worked within the pay period in lieu of cash payment for such hours worked.
8. An exempt employee in a classification indicated as Code 3 in Appendix B is not eligible for overtime compensation, however, such employee shall, with supervisory approval, be entitled to absences from work without charge to leave credits, in accordance with current departmental practice. The Departmental Employer shall certify the employee has completed the reasonable equivalent of a full eighty (80) hour pay period.

1 **C. Overtime Compensation.**

2 The Employer shall make good faith effort to insure, where possible, that payment for
3 overtime worked is made the pay day of the first pay period following the biweekly
4 work period in which the overtime is worked.

5 **D. Pyramiding.**

6 Premium payment shall not be duplicated (pyramided) for the same hours worked. If
7 an employee works on a holiday, overtime compensation for the first eight (8) hours
8 worked on the holiday is due and payable only after forty (40) hours worked in a work
9 week are exceeded.

10 **E. Scheduling of Compensatory Time.**

11 Current systems of accumulating and scheduling compensatory time shall continue if
12 consistent with this Article. The issues of accumulation and scheduling of
13 compensatory time for any classification covered by this Agreement will be subject to
14 secondary negotiations.

15 When compensatory time credits have been earned by an employee for overtime work
16 or work performed on a holiday, such time shall be used at the convenience of the
17 employee subject to supervisory approval based on criteria applicable to annual leave.
18 However, if the Employer does not permit the employee to use accrued compensatory
19 time credits before the end of the fiscal year in which the credits have been earned,
20 the employee may be paid in cash at the regular rate for the compensatory time credits
21 unused at the end of the fiscal year, except as may be determined in secondary
22 negotiations.

23 Such compensatory time shall be taken before annual leave except when annual
24 leave is used to substitute for unpaid FMLA Leave, where an employee at the
25 allowable annual leave cap would thereby lose annual leave or where such annual
26 leave will be used for Union business and the Union will buy back the time in
27 accordance with Article 7, Section A.

28 Such unused compensatory time credits of an employee who resigns, retires, is
29 dismissed, or transfers to a different Appointing Authority shall be paid at the
30 employee's current regular hourly rate. Such unused compensatory time credits of an
31 employee who is laid off shall be paid in the manner of annual leave prior to such
32 layoff.

33 **F. Overtime Procedure.**

34 Current systems of scheduling both voluntary and mandatory overtime shall continue
35 if consistent with this Article. The issues of scheduling voluntary and mandatory
36 overtime for any classification covered by this Agreement will be subject to secondary
37 negotiations at the request of either party.

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1 The Employer has the right to require an employee to work overtime, and to schedule
2 overtime work as required in the manner most advantageous to the Employer and
3 consistent with the requirements of State employment and the public interest.

4 Giving consideration to work assignments and organizational units in the Department,
5 the Employer agrees to distribute overtime work as equally as practicable to
6 employees who normally perform the assigned duties. Work locations or equalization
7 units, use of volunteers, maintenance of overtime rosters, scheduling days off, and
8 recognition of seniority in making overtime assignments are issues which may be
9 addressed in secondary negotiations if not covered by this Agreement.

ARTICLE 16 LEAVES OF ABSENCE

A. Eligibility.

1. Employees shall have the right to request a leave of absence without pay in
accordance with the provisions of this Article after the successful completion of
their initial probationary period.

2. Employees may also be eligible for a leave of absence in accordance with
provisions of the Family and Medical Leave Act (see Letter of Understanding).
Provisions of the Act, that may run concurrent to the provisions of this Article, shall
not diminish the provisions of the Article.

B. Request Procedure.

Any request for a leave of absence without pay shall be submitted in writing by the
employee to the employee's immediate supervisor at least, except under emergency
circumstances, thirty (30) calendar days in advance of the proposed commencement
of the leave of absence being requested.

The Appointing Authority shall furnish a written response as follows: Requests for
leaves of absence not exceeding one (1) month shall be answered within ten (10)
working days after receipt of the request.

Requests for a leave of absence exceeding one (1) month shall be answered within
twenty (20) working days.

C. Approval.

Except as otherwise provided in this Agreement, employees may be granted the
privilege of a leave of absence without pay at the discretion of the Appointing Authority.
The Employer shall consider its operational needs, the employee's length of service,
performance record and leave of absence history in reviewing requests for a leave of
absence. Appointing Authority determinations under this Section shall not be arbitrary,
discriminatory or capricious.

1 An employee may elect to carry a balance of annual leave during a leave of absence.
2 Such leave balances shall be made available to the employee upon return from a
3 leave of absence but may be utilized only with prior approval of the Appointing
4 Authority.

5 Payment for annual leave due an employee who fails to return from a leave of absence
6 shall be at the employee's last rate of pay.

7 1. **Educational Leaves of Absence.** The Employer may approve an individual
8 employee's written request for a full-time educational leave of absence without pay
9 for an initial period of time up to two (2) years to work toward an Associates Degree
10 or a Baccalaureate Degree and/or any advanced degree. To qualify for such an
11 educational leave, the employee must be admitted as a full-time student as
12 determined by the established requirements of the education institution relating to
13 full-time status. Before the leave of absence can become effective, proof of
14 enrollment must be submitted by the employee to his/her Appointing Authority. At
15 the request of the Employer, the employee shall provide evidence of continuous
16 successful full-time enrollment in order to remain on or renew such leave. Such
17 education shall be directly related to the employee's field of employment. Such
18 employee may return early from such a leave upon approval by the Employer. The
19 Employer shall approve or deny the request for leave of absence without undue
20 delay. Any denial shall include a written explanation of the denial, if requested by
21 the employee.

22 The Employer may approve a leave of absence for an additional educational
23 purpose under the conditions described in this Section.

24 2. **Medical Leaves of Absence.** Upon depletion of accrued sick leave, an employee,
25 upon request, shall be granted a leave of absence including necessary extensions
26 for a period of up to six (6) months upon providing required medical information,
27 for personal illness, injury or temporary disability necessitating his/her absence
28 from work, if that employee is in satisfactory employment status. This grant shall
29 only apply when the employee has had less than six (6) months medical leave of
30 absence within the preceding five (5) years. Time off on medical leave of absence
31 due to an employee's pregnancy shall not be counted against the grant. An
32 employee whose initial leave including any extensions totals less than the six (6)
33 month period shall be granted a subsequent leave(s) up to a cumulative total of six
34 (6) months for all such leaves. Employees with 20 years or more of continuous
35 service shall be granted up to an additional six (6) months of medical leave of
36 absence beyond the guarantee as referenced above. In all other cases an
37 employee may be granted such leave for the above reasons. Such leave may be
38 granted for a period of up to six (6) months upon providing required medical
39 information. The employee's request shall include a written statement from the
40 employee's physician indicating the specific diagnosis and prognosis necessitating
41 the employee's absence from work and the expected return to work date.

42 In addition to the operational needs of the Employer and the employee's work
43 record, the Employer in considering requests for extension will consider verifiable

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1 medical information that the employee can return at the end of the extension period
2 with the ability to perform the essential job duties.

3 Request for medical leave of absence after return from injury or illness due to
4 complications and/or a relapse shall be considered as a medical leave extension
5 request provided that this type of extension is requested within thirty (30) days of
6 return from original leave.

7 Prior to returning to work from a medical leave of absence, the employee will be
8 required to present medical certification of his/her fitness to resume performing the
9 essential job duties.

10 The Employer reserves the right to have the employee examined by a physician
11 selected and paid by the Employer for the employee's initial request, extension
12 and/or return to work.

- 13 3. **Medical Layoff.** When an employee with five (5) or more years of continuous
14 service is denied a medical leave of absence, a medical layoff shall be entered
15 onto the employee's employment history rather than a separation for denial of
16 medical leave. The Employer shall notify the employee in writing of his/her
17 departmental recall rights in accordance with the provisions expressed in Section
18 C.2. of this Article and in accordance with Article 12 upon providing medical
19 certification within two (2) years of the date of denial of the employee's ability to
20 return to their regular job responsibilities.

21 This option may only be exercised once every ten (10) years. The ten (10) year
22 period will be calculated from the date of the request of the medical layoff and
23 counting back for the prior ten (10) years. Employees recalled under this provision
24 shall not have such time treated as a break in service.

- 25 4. **Military Leave.** Whenever an employee enters into the active military service of
26 the United States, the employee shall be granted a military leave as provided under
27 Civil Service Commission Rule 2-14 and the applicable federal statutes.

- 28 5. **Leave for MSEA Office.** The Employer shall grant requests for leaves of absence
29 to employees in these Representational Units upon written request of MSEA and
30 upon written request of the employee, subject to the following limitations:

31 a. The written request of MSEA shall be made to the employee's Appointing
32 Authority and shall indicate the purpose of the requested leave of absence.

33 b. If the requested leave of absence is for the purpose of permitting the employee
34 to serve in an elective or appointive office with MSEA, the request shall state
35 what the office is, the term of such office and its expiration date. This leave may
36 cover the period from the initial date of election or appointment through the
37 expiration of the term of office.

38 c. If the requested leave of absence is for the purpose of permitting the employee
39 to serve as a Staff Representative for MSEA, such leave shall be for a minimum

1 of six (6) months renewable upon request of the employee, but shall not exceed
2 three (3) years.

- 3 6. **Waived Rights Leave of Absence.** The employee may request a waived rights
4 leave of absence of up to one (1) year in those situations when an employee must
5 leave his/her position for reasons beyond his/her control and for which a regular
6 leave of absence is not granted. Under such requests, the privacy of the employee
7 will not be violated. Employees do not have the right to return to State service at
8 the end of a waived rights leave of absence but will have the continuous nature of
9 their service protected, provided they return to work prior to the expiration of such
10 leave. All requests for a waived rights leave of absence must be made to the
11 employee's Appointing Authority in writing specifying the reason for the request.
12 An employee granted a waived rights leave of absence may not carry any annual
13 leave balance during such leave. The employee shall receive and be required to
14 sign a written explanation containing the following statement of conditions for a
15 waived rights leave of absence:

16 "I understand that this leave is granted for the sole purpose of protecting my
17 continuous service record and I waive all rights to return to employment at the
18 expiration of the leave."

- 19 7. **Maternity/Paternity Leave.** Upon written request an employee shall, after the birth
20 of his/her child, or adoption of an infant under twelve (12) months of age, be
21 granted maternity/paternity leave for up to six (6) months. Maternity leave shall
22 commence immediately following the mother's medical leave or upon adoption of
23 an infant under twelve (12) months of age. Paternity leave shall commence no later
24 than six (6) weeks following delivery or upon adoption of an infant under twelve
25 (12) months of age. The Employer may grant an extension of such leave upon the
26 request of the employee, based on operational needs of the Employer.

27 **D. Return from Leave of Absence.**

- 28 1. An employee returning from an approved leave of absence of six (6) months or
29 less (other than waived rights) will be restored to a position in the employee's same
30 classification and previous work location in the Labor and Trades Bargaining Unit
31 or work site in the Safety and Regulatory Bargaining Unit.
- 32 2. An employee returning from an approved leave of absence of more than six (6)
33 months (other than a waived rights) will be restored to a position in the employee's
34 same classification and previous work location.

35 Where there is more than one work site in a work location, the Employer will make
36 a good faith effort to return the employee to their former work site or to as close a
37 work site as possible.

- 38 3. An employee who requests an earlier return to work prior to the expiration of the
39 approved leave (other than waived rights) may do so only with the approval of the
40 Appointing Authority.

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For an employee who is approved to return early, the provisions of Subsection 2. above will apply.

E. School/Community Participation Leave.

1. **Intent.** The parties recognize the positive role parental and other adult involvement in school and community activities plays in promoting educational and community success. The parties intend by this Section to foster employee involvement in school sponsored activities and community programs.

2. **Leave Credits.** After 1040 hours of satisfactory State service, employees in a permanent or limited term position shall annually receive eight (8) hours of paid school/community participation leave to be used in accordance with the provisions of this Section and the normal requirements for annual leave usage, provided, however, that such leave may be utilized in increments of one (1) hour if requested. The leave may be used to cover the employee's absence from their scheduled work day for reasonable travel to, from and the duration of the eligible activity or event.

School/community participation leave shall be credited to employees on October 1 of each year, and shall not carry forward beyond the fiscal year.

3. **Leave Usage.** The use of the leave is for active participation in school sponsored secular activities by employees, and not for mere attendance at the activity or event. Additionally, the leave is intended for pre-school education programs, k-12 and adult literacy programs, and not college or university programs or events. Employees may use the leave to participate in any school sponsored activity including but not limited to, tutoring, field trips, classroom programs, and school committees.

The leave may also be used for active participation in any structured secular community activity sponsored by a governmental agency, or a non-profit community organization or agency, and not for mere attendance at community events. Employees may use the leave to participate in community activities such as serving as a volunteer docent for the State of Michigan museum, making deliveries for Meals on Wheels, and construction work for Habitat for Humanity.

Employees shall be permitted to use annual leave and other leave credits to participate in school programs and community events in accordance with the normal requirements for the use of such leave. Additionally, in accordance with this Agreement and to the extent that operational considerations permit, an employee may, with supervisory approval, adjust his/her work schedule to allow attendance or participation in school activities and community events while working the regular number of work hours.

To request school/community participation leave, employees shall complete a School/Community Participation Leave form provided by the Employer.

ARTICLE 17
PERSONNEL FILES

A. General.

There shall be only one official personnel file maintained on each employee in the Representational Units covered by this Agreement. Under no circumstances shall an employee's medical file be contained in the employee's personnel file; however, records of personnel actions based upon medical information may be kept in personnel files.

B. Access.

Access to individual personnel files shall be restricted to authorized management personnel, the employee and/or a designated MSEA Representative when authorized in writing (through mail, e-mail or fax) by the employee. An employee shall have the right, upon request, to review his/her personnel file at reasonable intervals, generally not to exceed two (2) times in a contract year, and may be accompanied by a designated MSEA Representative if the employee so desires. An employee who requests in writing (through mail, e-mail or fax) one or more additional reviews shall state the purpose thereof. File review shall normally take place at the location of the personnel file and during the Employer's normal work hours. If a review during normal work hours would require an employee to take time off from work, the Employer will provide some other reasonable time or place for the review. As an alternative to rearranging the time or place for employee review, employees may designate, in writing (through mail, e-mail or fax) an MSEA Representative to conduct such review. Upon employee request, the Employer shall make and furnish a copy of documents, or parts of documents, to the employee or the designated MSEA Representative. The Employer may charge a reasonable fee for duplicate copies previously furnished to the employee or Union, when requests for such copies become excessive.

C. Employee Disagreements.

An employee may request the Employer to correct or remove information from the employee's personnel file with which the employee disagrees. Such request shall be in writing (through mail, e-mail or fax), shall specify with particularity that record, or part of a record, with which he/she disagrees, and how the employee proposes to correct the record. The Employer shall either correct or remove such disputed information or deny the employee request in writing. In the absence of an agreement between the Employer and the employee, the employee may file a grievance or submit a written statement to the Employer explaining the disagreement, which statement in combination with any other such written explanatory statement shall not exceed five (5) sheets of 8-1/2 inch by 11-inch paper. Such employee statement(s) shall remain in the personnel file as long as the original information, with which the statement reports disagreement, is a part of the file.

D. Employee Notification.

A copy of any disciplinary action or material related to employee performance which is placed in the personnel file shall be provided to the employee (the employee so noting receipt, or the supervisor noting employee refusal to acknowledge receipt) or sent by certified mail (return receipt requested) to the employee's last address appearing on the Employer's records.

E. Non-Employment Related Information.

Detrimental information not related to the employee's employment relationship shall not be placed in the employee's personnel file.

F. Confidentiality of Records.

This Article shall not be construed to expand or diminish a right of access to records as provided in Act 442 of the Public Act of 1976, or as otherwise provided by law.

The Employer will not release an employee's final disciplinary action record to other than the authorized representative(s) of the Employer or the designated MSEA Representative with the employee's written permission, unless the Employer furnishes the employee with written notice of such release on or before the day the information is released. Such notice may, at the Employer's discretion, be provided to the employee by first-class mail at the employee's home-of-record, or at the work location.

This provision shall not prohibit the Employer from releasing such information where:

1. The employee has waived the right to written notice as part of a written, signed employment application with another Employer; or
2. The disclosure is ordered in a legal action or arbitration to a party in that legal action or arbitration;
3. The information is requested by and provided to a government agency as a result of a claim or complaint by an employee with such government agency.

G. Expunging Records.

Upon employee request, records of disciplinary actions/interim service ratings shall be removed from an employee's file twenty-four (24) months following the date on which the action was taken or the rating issued, provided that no new disciplinary action/interim service rating has occurred during such twenty-four (24) month period. Written reprimands/formal counseling forms shall be removed from an employee's file after twelve (12) months of satisfactory performance during which the employee has not received less than a satisfactory service rating, been the subject of disciplinary action, or received further written reprimands/formal counseling for the same or similar reason(s). These provisions shall not prohibit the Employer from maintaining records of disciplinary action arising out of violations of prohibited practices as defined in the Civil Service Rules and Regulations. The provisions of this Section shall apply retroactively. Any record eligible to be expunged under this Section shall not be used

1 in any subsequent hearing concerning the employee. No disciplinary action
2 maintained on an electronic Employee History Record, eligible for expungement, shall
3 be admissible in any step of the grievance procedure.

4 For purposes of computing time for expunging records under this Section, time spent
5 on medical leave of absence shall not be counted.

6 **H. Confidentiality of Medical Records.**

7 To insure strict confidentiality, medical reports and records made or obtained by the
8 Employer relating to an employee shall not be contained in nor released in conjunction
9 with the employee's personnel file. Only authorized representatives of the Employer,
10 the employee, and MSEA Representatives authorized by the employee in writing, (and
11 signed by the employee) shall possess or have access to such employee medical
12 reports or records, including records prepared by a private physician, rehabilitation
13 facility, or other resource for professional medical assistance.

14 This provision shall not prohibit the Employer from placing information in the
15 employee's medical file which reflects Employer-initiated correspondence with a
16 medical practitioner, or the employee, regarding diagnoses, prognoses, and fitness
17 for employment, or absences from work associated therewith, nor from placing copies
18 of records and reports containing conclusions by the Employer concerning the
19 employee's fitness for duty based upon proper medical records and reports. This file
20 may be reviewed by the employee and/or the employee's representative in the same
21 fashion as the personnel file.

22 The Employer shall not be prohibited from furnishing or otherwise releasing medical
23 records or reports made or obtained by the Employer where such release is
24 specifically required to process a grievance which involves the use or interpretation of
25 such reports or records by the Employer, to a legal action or arbitration, or to a
26 complaint or claim filed with a government agency by an employee.

27
28 **ARTICLE 18**
29 **MSEA REPRESENTATION**

30 **A. MSEA Representatives and Jurisdictions.**

31 Employees covered by this Agreement are entitled to be represented in the grievance
32 procedure by a Steward or Chief Steward, a departmental caucus spokesperson
33 and/or a MSEA Staff Representative in accordance with the following:

- 34 1. **Work Location Definition.** For the purposes of this Article only, a work location is
35 a county or a facility within a county, or in those instances where employees have
36 a geographical area of assignment greater or lesser than a county, the
37 geographical area of assignment shall be considered the work location.

ARTICLE 18

- 1 2. At work locations of a Department, MSEA may designate Steward(s) to represent
2 such employees at such work locations. A Steward shall lose no normal pay or
3 leave credits while representing employees at the same work location.
- 4 3. Stewards or Chief Stewards operating within jurisdictional areas as agreed to in
5 secondary negotiations shall lose no normal pay or leave credits while
6 representing employees within the jurisdictional area or for related travel between
7 work locations within the jurisdictional area.
- 8 4. Where no Steward or Chief Steward is authorized or designated, or one
9 designated is temporarily not available, MSEA may designate any employee
10 covered by this Agreement to act as a temporary representative, provided that if
11 such employee is employed at another work location or in another Department he
12 or she shall be released for such purpose on accrued leave credits subject to
13 operational requirements and other criteria governing annual leave. Such
14 employee may represent employees across departmental lines.
- 15 5. Employees whose unplanned absence would remove service from an area shall
16 not be designated by MSEA as a temporary representative under this Section.
- 17 6. Stewards or Chief Stewards shall be employed in or on leave from a classification
18 in one of the Bargaining Units covered by this Agreement.
- 19 7. The issue and manner of release of department caucus spokespersons to
20 represent a Bargaining Unit member shall be a proper subject of secondary
21 negotiations.

22 **B. Chief Stewards.**

23 MSEA may designate one (1) Chief Steward per forty (40) employees or fraction
24 thereof in a department. Chief Stewards, designated by MSEA, shall have preference
25 in employment retention in the event of layoff and bumping. If the Chief Steward is
26 unable to exercise a bumping preference in accordance with Article 12 (d), then that
27 Steward may request placement to a vacant Bargaining Unit position that is
28 recognized by the Civil Service Commission on the pre-authorized lateral job change
29 list, provided by the Employer to MSEA, in existence at the time of the layoff. A Chief
30 Steward may also be designated as a Steward at a work location. At a work location
31 where no Steward has been authorized by secondary negotiations or the designated
32 Steward is not available, the Chief Steward may act as a temporary Steward without
33 loss of pay within jurisdictional areas as determined in secondary negotiations.

34 MSEA shall furnish to the Employer in writing the names of the designated Chief
35 Stewards with their jurisdictions and work locations, and the names of Stewards with
36 their work locations or their jurisdictions. MSEA shall do so within thirty (30) work days
37 after the effective date of this Agreement. Any changes or additions thereto shall be
38 forwarded to the Employer by MSEA in writing as soon as such changes are made.

39 The effective date of a Steward or Chief Steward designation shall be no earlier than
40 ten (10) work days following the date of notice to the State Employer.

1 Under no circumstances shall a Chief Steward be entitled to preference in
2 employment retention unless MSEA has provided such designation in writing to the
3 Employer at least thirty (30) days prior to the issuance of a layoff notice.

4 **C. Release of MSEA Representatives.**

5 No Steward or Chief Steward shall leave his/her work to engage in employee
6 representation activities authorized by this Agreement without first notifying and
7 receiving approval from his/her supervisor or designee. Such approval shall normally
8 be granted and under no circumstances shall unreasonably be denied. In the event
9 that approval is not granted for the time requested by such MSEA Representative,
10 MSEA, at its discretion, may either request an alternate MSEA Representative or have
11 the activity postponed and rescheduled. In making such request, MSEA will provide
12 timely representation so that the activity would not be unreasonably delayed.

13 **D. Union Leave.**

14 If any MSEA Representative(s) is expected to spend more than 25% (520 hours) of
15 the contract work year (beginning the effective date of this Agreement) in
16 representation activities, he/she may be so designated and identified by MSEA. Such
17 employees may be placed on "Union leave" by the Employer. They shall be relieved
18 of all work duties during the course of such leave; and MSEA shall reimburse the State
19 for the gross total cost of such employee(s) wages, and the Employer's share of
20 premiums for all insurance programs. A contract work year is defined as a twelve (12)
21 month period.

22 The employee's status for pay, benefits, insurance, retirement and other benefits shall
23 be identical to administrative leave. The request for Union leave and the approval by
24 the Employer and the acceptance by the employee shall constitute an
25 acknowledgment that the employee is to be considered as an employee of the Union
26 during the leave. Should an administrative board or court rule otherwise, MSEA shall
27 indemnify and hold the Employer harmless from any Worker's Compensation claims
28 by that employee arising during or as a result of the Union leave. If a Union
29 Representative actually uses 520 hours paid administrative leave during a contract
30 work year the parties will meet and confer regarding a resolution.

31
32 **ARTICLE 19**
33 **LABOR-MANAGEMENT MEETINGS**

34 **A. Purpose.**

35 Labor-Management Meetings shall be for the purpose of maintaining communications
36 in order to cooperatively discuss and resolve problems of mutual concern to the
37 parties.

38 Agenda items to be discussed at such meetings are to be submitted at least seven (7)
39 calendar days in advance of the scheduled meeting dates. The method of establishing

ARTICLE 19

an agenda shall be a proper subject in secondary negotiations at the request of either party. Appropriate subjects for the agenda are:

1. Administration of the Agreement.
2. General information of interest to the parties.
3. Expression of employees' views or suggestions on subjects of interest to employees of the Representation Units covered by this Agreement.
4. Recommendations of the Health and Safety Committee on matters relating to employees of Representation Units covered by this Agreement.
5. Items agreed to in other Articles of this Contract.

Department or Agency Representatives are encouraged to notify MSEA of administrative changes intended by the Employer, which may significantly affect employees in Represented Units covered by this Agreement and to meet with a MSEA Representative, in accordance with Article 18, upon MSEA's request concerning such change. Failure of the Employer to provide such information shall not prevent the Employer from making such changes; however, such changes shall be proper subjects for future Labor-Management Meetings. Such meetings shall not be considered or used for negotiations, nor shall they be considered or used for a substitute for the grievance procedure.

Employees, stewards, MSEA Representatives, supervisors, managers, and department representatives shall, throughout all labor-management proceedings, treat each other with courtesy, and no effort shall be made by either party to harass or intimidate the other party.

The timeframe and manner of response to agenda items shall be a proper subject of secondary negotiations.

B. Representation.

MSEA shall designate its Representatives to such meetings in accordance with this Section. The number of MSEA Representatives to participate in such meetings at all levels shall be determined through secondary negotiations.

It is the intent of the parties to minimize time lost from work. Therefore, Labor-Management Meetings shall be established to cover the concerns of employees in the Representation Units exclusively represented by MSEA.

C. Scheduling.

Departmental-level Labor-Management Meetings shall be scheduled upon request of either party, but not more frequently than on a monthly basis or twelve (12) times per year, except as may be mutually agreed on a case-by-case basis. Where no items are placed on the agenda at least seven (7) calendar days in advance of scheduled meetings, such meetings need not be held.

1 The scheduling of meetings at the Agency or Facility level shall be determined in
2 secondary negotiations.

3 **D. Pay Status of MSEA Representatives.**

4 Up to the limit established in secondary negotiations MSEA Representatives to Labor-
5 Management Meetings shall be permitted time off from scheduled work without loss
6 of pay for necessary travel and attendance at such meetings. Based on operational
7 needs, MSEA member representatives will be authorized administrative leave for no
8 more than the number of hours in their regularly scheduled work day for each day's
9 session to cover travel time, caucus time, and attendance at the Labor-Management
10 Meeting. Administrative leave for the purposes of travel will be allowed at the rate of
11 one (1) hour for each fifty (50) miles or portion thereof to and from the meeting site.
12 Administrative leave shall be allowed for a minimum of one half (1/2) an hour of caucus
13 time prior to the meeting. Travel expenses and or overtime shall not be authorized for
14 attendance at Labor-Management Meetings.

15 **E. State Employer.**

16 As may be mutually agreed, the State Employer may meet with representatives of
17 MSEA. Discussions at these meetings shall include, but not be limited to,
18 administration of this Agreement.

19
20 **ARTICLE 20**
21 **WORK RULES**

22 In accordance with Article 5 of this Agreement, Management Rights, and in
23 accordance with the Rules of the Michigan Civil Service Commission, the Employer
24 has the unlimited right to make reasonable work rules, including, but not limited to,
25 operational procedures and guidelines, which regulate conduct, safety and health of
26 employees. Additions to or changes in work rules promulgated by the Employer which
27 are generally applicable to employees in these Units shall be provided to MSEA
28 Central Office at least 30 calendar days prior to their effective date in non-emergency
29 situations. Should MSEA wish to discuss such work rules prior to their effective date
30 they shall so request as soon as possible but no later than 10 calendar days prior to
31 their effective date. Work rules promulgated on a local basis shall be discussed locally.
32 Work rules promulgated on a departmental level shall be discussed at the
33 departmental level. It is the intention of the parties that such discussions shall be held
34 in an informal context and shall not require the convening of a Labor-Management
35 Committee Meeting. If after timely notice by the Union such meeting cannot be held
36 prior to the implementation date because of Management's unavailability, the
37 implementation shall be delayed until such meeting can be held. Rule changes
38 established in emergencies shall be promulgated as soon as possible. MSEA shall
39 have the right to timely grieve the reasonableness of a work rule.

40 Work rules shall be discussed at the initiative of either party in Labor-Management
41 Committee Meetings.

ARTICLE 21

ARTICLE 21 GROOMING AND ATTIRE

The Employer and MSEA agree that employees have an obligation to maintain reasonable grooming and attire standards which bear a reasonable relationship to their work.

The Employer will not be arbitrary or capricious when requiring any employee to conform to any standards.

The type of grooming or attire standard shall be determined in secondary negotiations.

ARTICLE 22 HEALTH AND SAFETY

A. General.

The Employer and MSEA will cooperate in the objective of eliminating safety and health hazards. The Employer will attempt to provide a safe and healthful place of employment free from recognizable hazards. The Employer will furnish protective clothing and equipment and provide required training in accordance with those standards established by the Departments of Licensing and Regulatory Affairs and/or Health and Human Services.

It is recognized that emergency circumstances may arise, and the Departmental Employer is authorized to make satisfactory arrangements for immediate protection of the affected employees, patients, clients, residents, and the general public in an expeditious manner.

B. First Aid Equipment.

First aid equipment shall be provided at appropriate locations in the work place. The first aid equipment will contain appropriate supplies to handle situations that might reasonably be expected to arise at that work place. The first aid equipment shall be adequately maintained and checked at intervals sufficient to insure that supplies are replaced and up-to-date.

C. Buildings.

The Employer will maintain all State-owned buildings, facilities, and equipment in accordance with the specific written order(s) of the Michigan Departments of Licensing and Regulatory Affairs and/or Health and Human Services. Where facilities are leased by the Employer, the Employer shall assure that such facilities comply with the order(s) of the Michigan Departments of Licensing and Regulatory Affairs and/or Health and Human Services.

D. Medical Examinations.

Whenever the Employer requires an employee to submit to a medical examination or medical test, including x-rays or inoculations, by a licensed medical practitioner selected by the Employer, the Employer will pay the entire cost of such services provided that the employee uses the services of the practitioner selected by the Employer. With the consent of the Employer, the employee may use another medical practitioner and the Employer will pay the excess costs not covered by the employee's health insurance program. Employees required to take a gynecological examination may be examined by a practitioner mutually acceptable to the employee and the Employer. In the absence of mutual agreement regarding a required gynecological examination, the parties will select a physician from recommendations by a county or local medical society, by alternate striking if necessary. All pre-employment physical plans affecting current Bargaining Unit members shall be submitted to MSEA.

E. Foot Protection.

The Employer reserves the right to require the wearing of foot protection by employees. In such cases, the Employer will provide a safety device or, if the Employer requires the employee to purchase approved safety shoes, the allowance paid by the Employer for the purchase of required safety shoes shall be the actual cost of such shoes up to a maximum reimbursement as allowed in Article 43, Section W. Employees shall have the right to purchase such safety shoes utilizing the allowance provided therein.

F. Protective Clothing.

The issue of the Employer providing other apparel, purpose of which is to protect the health and safety of employees against hazards they might reasonably be expected to encounter in the course of performing job duties, may be taken up in departmental secondary negotiations.

The types of apparel items to be discussed pursuant to this Sub-section shall include, but not be limited to: biological, radioactive, or chemical protective clothing; seasonal protective clothing; hard hats and fire resistant clothing for operators of fire suppression vehicles; helmets, boots, gloves and abrasion resistant clothing for motorcycle operators; steel-toed boots for operators of mechanized mowers; and welding protective apparel.

1. Department of Health and Human Services (Labor and Trades employees)

The Department shall provide and maintain protective clothing and gear required by the Employer and/or MIOSHA necessary for covered employees to accomplish duties safely and effectively. For Labor and Trades employees, the Employer agrees to provide an annual allowance of \$200.00 to procure seasonal protective clothing. This allowance will be available no later than November 1st of each year.

2. Department of Transportation

ARTICLE 22

1 The Department shall provide a \$300.00 annual allowance to those employees
2 who are required to wear clothing made of work-cloth material, because of their
3 duties.

4 **G. Safety Glasses.**

5 The Employer reserves the right to require the wearing of suitable eye protection by
6 employees. In such cases, the Employer will provide such eye protection devices or,
7 if the Employer requires the employee to purchase approved safety glasses, the
8 Employer will furnish such glasses. If an employee needs corrective safety glasses,
9 the Employer shall also continue to furnish such glasses in the proper size after the
10 employee has presented the required prescription. Coverage for examinations shall
11 be in accordance with Article 43, Section F., Vision Care Insurance.

12 **H. Safety Inspection.**

13 When the Michigan Department of Licensing and Regulatory Affairs, or the
14 Department of Health and Human Services inspects a State facility in which
15 Bargaining Unit members are employed, a designated local MSEA Representative will
16 be notified by the Employer and, consistent with the operational needs of the
17 Employer, be released from work without loss of pay to accompany the Inspector in
18 those parts of the facility where such Unit members are employed. MSEA may
19 designate an employee to accompany an Inspector under the provisions of this
20 Section in the absence of a designated MSEA Representative on the premises.
21 Otherwise there shall be no obligation of the Employer except notification to MSEA.
22 An employee who acts as a designated MSEA Representative for the purposes of this
23 Section shall not be paid for time spent outside the employee's regularly scheduled
24 working hours. Such safety inspections may be requested to MIOSHA by MSEA when
25 there is reason to believe that a health or safety hazard exists in a particular work site.

26 **I. Contagious Diseases.**

27 In accordance with departmental policies, in Health and Human Services facilities,
28 Veteran's homes, Correctional facilities, and Education institutions, the Employer will,
29 when a source of possible contagion becomes known, isolate such source if possible
30 and notify the employees and the Union of the source, the possible contagion, the
31 isolation steps taken, and those further precautions which will be required to avoid
32 contagion.

33 The Employer shall provide necessary supplies, training and equipment for such
34 precautions. The parties recognize that an individual's rights regarding confidentiality
35 may not be violated. However, employees' right to know shall be in accordance with
36 applicable statutes.

37 The Employer acknowledges that the issue of contagious diseases and exposure to
38 communicable diseases is of significant concern to MSEA Bargaining Unit employees.
39 The parties agree that the Employer shall abide by the recommendations of CDC and
40 MIOSHA and any appropriate local health department related to contagious diseases

1 and that they shall consider recommendations by the U.S. Department of Health and
2 Human Services and the U.S. Department of Labor.

3 The Employer agrees to provide information to the MSEA as appropriate and in
4 accordance with applicable statutes.

5 The Employer will establish and/or continue a contaminated waste disposal system in
6 accordance with CDC and the Michigan Department of Health and Human Services
7 Guidelines.

8 In accordance with CDC guidelines, protective garments such as gloves, gowns,
9 aprons, masks, etc. shall be readily accessible to an employee who deals with
10 individuals whose behavior or actions indicate a need for a protective barrier. The
11 issue of which protective garments or devices are appropriate for Bargaining Unit
12 employees in the course of performing their job duties shall be a proper subject for
13 secondary negotiations.

14 **J. Health and Safety Committee.**

15 1. Statewide Committee. A statewide joint committee on health and safety will be
16 established consisting of two (2) representatives of the Union appointed by the
17 Union and two (2) representatives of the Employer appointed by the Office of State
18 Employer, hereinafter referred to as the State Committee. Each party will make a
19 good faith effort to appoint at least one (1) member who has professional training
20 in industrial hygiene or safety.

21 The Committee shall meet at least quarterly at mutually agreeable times and
22 places. Agendas will be established in advance. Minutes will be prepared for each
23 meeting and a copy given to the committee members. The charge of this
24 Committee shall be to examine statewide policy issues regarding health and safety
25 as it affects Bargaining Unit employees. The Committee shall also make
26 recommendations pursuant to its findings.

27 2. The Employer agrees that when Health and Safety Committees have been
28 established by secondary negotiations, one member may be appointed by MSEA.
29 The MSEA Representative on such Committee will serve both Bargaining Units
30 and will be on leave without loss of pay while at meetings of the Committee. Such
31 Committee may meet bimonthly at the request of either party for the purpose of
32 identifying and correcting unsafe or unhealthy working conditions which may exist.
33 Items to be included on the agenda for such meetings must be submitted at least
34 seven (7) calendar days in advance of scheduled meeting dates. Where no items
35 are timely submitted, no such meetings shall be held.

36 When the Employer introduces new personal protective apparel or extends the use
37 of protective apparel to new work areas or issues new rules relating to the use of
38 protective apparel, the matter will be discussed at the first feasible meeting of the
39 Health and Safety Committee.

40 Advice of the Health and Safety Committee, together with supporting suggestions,
41 recommendations, and reasons shall be submitted to the Appointing Authority or

ARTICLE 22

his/her designee for consideration, and for such action as may be deemed necessary.

K. Compliance Limitations.

If recommendations under Section J. above have not been acted upon within three (3) months, MSEA may grieve alleged unsafe or unhealthful conditions which are the subject of such recommendations commencing at Step Three of the Grievance Procedure provided in this Agreement; provided, that where a clear and present danger exists, MSEA may grieve at any time at Step Two. The Employer's compliance with Section J is contingent upon the availability of funds. If the Employer is unable to meet the requirements of any Section of this Article due to lack of funds, the Employer shall make a positive effort to obtain the necessary funds.

L. Safety Evacuation Plans.

Upon MSEA's request, each Agency or work location shall submit a copy of its evacuation plan to MSEA for review and comment.

M. Obligation of MSEA and Employees.

MSEA and all employees will cooperate and comply with the objectives and requirements of this Article and with State and Employer Work Rules pertaining to safety and health.

N. Employee Services Referral Program.

The parties recognize that employees who are experiencing work-related problems or personal concerns, including, for example, alcohol and drug abuse, mental and emotional illness, marital and family problems, and physical illness, may demonstrate less than satisfactory attendance and job performance.

The Employer agrees, to the financial extent possible, and without detracting from the existing Management Rights and employee job performance obligations, to provide and maintain an Employee Services Referral Program, to the extent of advising employees relative to counseling and other reasonable or appropriate work performance improvement services available to employees where necessary.

MSEA agrees to cooperate with the Employer in encouraging employees afflicted with any condition agreed to herein to participate in this program, if offered.

Absence of referral to such program, if provided, or failure to provide such program, shall not diminish or abridge in any way the Employer's right to discipline for just cause.

MSEA agrees to make a good faith effort to have Stewards attend training sessions sponsored by the Civil Service Commission on the Employee Services Referral Program. The Employer agrees that Stewards scheduled for such training shall be permitted time off from regularly scheduled work activities without loss of pay.

ARTICLE 23
PROBATIONARY EMPLOYEES

A. Definition.

1. An initial probationary employee shall be an employee who has not been certified as having satisfactorily completed the initial probationary employment period as required by the Civil Service Commission Rules and Regulations.
2. A continuing probationary employee shall be an employee who has completed the initial probationary period and has subsequently been appointed to a new class, or level, and is required to satisfactorily complete a new probationary period.
3. An initial or continuing probationary employee who is being given a less than satisfactory service rating shall be entitled, upon request in accordance with Article 9, Section B., to the presence of a Union Representative at the disciplinary conference.

B. Effect of Separation.

An individual having separated from State service and no longer having reinstatement rights shall be required to serve an initial probationary period.

C. Application of Provisions.

Continuing probationary and initial probationary employees shall be covered by the provisions of this Agreement except as specifically indicated otherwise in an Article(s) of this Agreement.

ARTICLE 24
SUPPLEMENTAL EMPLOYMENT

Supplemental employment is permitted under the following conditions:

1. That the additional employment must in no way conflict under this Article or under present Civil Service Commission Rules with the employee's hours of State employment, or in quantity or interest conflict in any way with satisfactory and impartial performance of State duties.
2. That the employee will provide the written notice to the Appointing Authority before engaging in any supplemental employment for the primary purpose of addressing any potential conflict of interest. The Employer will respond to such notice as soon as possible, but no later than ten (10) work days. If the Employer does not respond within the ten (10) work day period, in the event the employee accepts the supplemental employment, the employee shall not be subject to discipline related to the initial acceptance of such supplemental employment. This provision does not waive the Employer's right as described in Section 5 of this Article.
3. That the employee keep the Appointing Authority informed of contemplated changes in supplemental employment.

ARTICLE 25

1 4. The Employer's decision to deny supplemental employment shall not be made in
2 an arbitrary or capricious manner.

3 5. Should the Employer determine that an employee's supplemental employment
4 interferes with his/her regular work, exceeds departmental guidelines, or is in
5 violation of this Agreement, he/she will be given a written explanation of the reason
6 for the denial, and reasonable time to promptly terminate his/her supplemental
7 employment before being disciplined, requested to resign State service or
8 involuntarily terminated. In situations of conflict of interest in supplemental
9 employment which violates Civil Service Commission Rules, the supplemental
10 employment will be immediately terminated.

11 6. In the event that supplemental employment is denied by the Employer, the
12 employee may file a grievance under the expedited procedure where the employee
13 representative may verbally contact the Step 2 Employer representative, explain
14 the situation, and request an expedited grievance response.

15 Every effort will be made to resolve the grievance prior to the date the employment
16 is scheduled to begin including discussion of changes or modifications (if any) that
17 would eliminate the conflict.

18 This Article shall not be construed to limit or abridge the Employer's right to take
19 appropriate disciplinary action in response to violation of Civil Service Commission
20 Rules and/or failure to provide prior notification of supplemental employment to the
21 Employer.

22 23 **ARTICLE 25** 24 **NON-DISCRIMINATION**

25 The Employer agrees to continue its policy against all forms of illegal discrimination
26 including discrimination with regard to race, creed, color, national origin, sex, age,
27 disability, height, weight, marital status, religion, political belief or sexual orientation or
28 genetic information that is unrelated to the person's ability to perform the duties of a
29 particular job or position.

30 MSEA agrees to continue its policy to admit all persons otherwise eligible to
31 membership and to represent all members without regard to race, creed, color,
32 national origin, sex, age, disability, height, weight, marital status, religion, political
33 belief or sexual orientation or genetic information that is unrelated to the person's
34 ability to perform the duties of a particular job or position.

35 In the event MSEA identifies concerns over any specific incident(s) of conduct in the
36 workplace by management, supervisory staff, and/or Bargaining Unit employees,
37 which are not otherwise addressed through agency work rules, Civil Service
38 Commission Rules and Regulations, or this Agreement. Upon request, MSEA and the
39 Office of the State Employer shall meet to review and attempt to resolve the concerns.

1 There shall be no discrimination, interference, restraint, or coercion by the Employer
2 or the Employee Representative against any member because of MSEA membership
3 or because of any activity permissible under the Civil Service Commission Rules and
4 Regulations and this Agreement.

5
6 **ARTICLE 26**
7 **SEXUAL HARASSMENT**

8 No employee shall be subjected to sexual harassment by another employee during
9 the course of employment in the State classified service.

10 For the purpose of this policy, sexual harassment is unwanted conduct of a sexual
11 nature which adversely affects another person's conditions of employment and/or
12 employment environment. Such harassment includes, but is not limited to:

13 A. Repeated or continuous conduct which is sexually degrading or demeaning to
14 another person.

15 B. Conduct of a sexual nature which adversely affects another person's continued
16 employment, wages, advancement, tenure, assignment of duties, work shift or
17 other conditions of employment.

18 C. Conduct of a sexual nature that is accompanied by a threat, either expressed or
19 implied, that continued employment, wages, advancement, tenure, assignment of
20 duties, work shift, or other employment conditions may be adversely affected.

21
22 **ARTICLE 27**
23 **SMOKING**

24 The Employer and MSEA agree that smoking of any legal tobacco product is a
25 privilege of the employee. However, the Employer will make every reasonable effort
26 to provide a smoke-free work area for those employees who request it.

27 Smoking will not be permitted in any area where it is prohibited by law, fire or safety
28 regulations. Smoking areas will be posted in a noticeable fashion, as required by law.
29 Any area designated by law, fire or safety regulations as a nonsmoking area will be
30 posted as such.

31 The Employer's obligation under this Article will be consistent with available space
32 and other operational requirements. This Article shall not be subject to the grievance
33 procedure. However, modifications or changes in this area must be reviewed by the
34 Health and Safety Committee prior to implementation. Employees will cooperate with
35 the Employer and with each other to respect each other's right to work in a healthful
36 air environment. Efforts will be made by employees to minimize smoking that causes
37 genuine discomfort to fellow employees or to confine smoking to expressly designated
38 areas. To the extent possible, the Employer will designate a portion of all dining
39 area(s) as a nonsmoking area.

ARTICLE 28

ARTICLE 28 **POLYGRAPH EXAMINATIONS**

The Employer or its Agent shall not require nor attempt to persuade an employee to take a polygraph examination, lie detector test, or similar test. The Employer or Agent shall not discipline or discriminate against an employee solely because an employee refused or declined a polygraph examination, lie detector test, or similar test, by whatever name called.

ARTICLE 29 **TRAINING**

The Employer will endeavor to provide sufficient training to enable employees to effectively deal with circumstances normally met on the job including changes brought about by the introduction of automation, computers or robotics or whenever job responsibilities are significantly altered. Where licensure or certification is required by Civil Service Commission classification specifications, the Employer will provide administrative leave to travel and attend approved training required to maintain such licensure or certification. The Employer's obligation under this Article shall be a proper subject for secondary negotiations.

The Employer agrees to provide MSEA with advance notice of plans to introduce automation, computers, or robotics, which have a major impact on the manner in which large groups of employees perform their work responsibilities. Such notice shall be given not less than sixty (60) calendar days prior to the implementation of such changes.

The Employer and the Union agree to jointly explore sources for funding for job retraining programs for laid off employees.

ARTICLE 30 **STAFFING**

The parties agree that a proper relationship of workload to staff is a desirable goal to attain.

The parties also recognize that the individual employing Agencies are limited, in part, by their legislative appropriation with respect to the number of employees that can be retained on the payroll at any one time.

The parties agree that a proper subject in Labor-Management Meetings is criteria for staffing ratios and reasonable production standards. The parties agree further to seek opportunities for cooperative approaches to legislative bodies to accomplish necessary staffing.

ARTICLE 31
OPERATION OF STATE MOTOR VEHICLES

A. General.

Any endorsement required on a personal operator's license which is required to operate a State motor vehicle or other motorized equipment will be paid for by the Employer. Any vehicle or other motorized equipment having faulty operator and/or passenger safety restraints or devices which are required by law will not be put into service except in an emergency situation. All employees will be expected to use such safety restraints.

Employees will be expected to operate State motor vehicles and other motorized equipment in accordance with applicable laws and in a safe manner.

Employees using State owned vehicles who, due to the nature of their employment may be required to become involved in high speed or pursuit driving, shall be given comprehensive training in precision driving techniques similar to that given to State Police. All employees required to take this training shall do so no less than once every five years.

B. Commercial Drivers License.

The parties agree that under Act 346 of 1988 certain employees may be required to obtain and retain a Commercial Driver License (CDL) to continue to perform certain duties for the State.

Wherever a CDL is referred to in this Section, it is understood to mean the CDL and any required endorsements.

In order to implement this provision, the parties agree to the following:

1. The Employer will reimburse the cost of the required CDL Group License and Endorsements for those employees in positions where such license and endorsements are required.
2. The Employer will reimburse, on a one-time basis, the fee for the skills test, if required, provided the skills test is not being required because of the employee's poor driving record. In that case, the employee is responsible for the cost of the skills test. Where a skills test is required, the employee will be permitted to utilize the appropriate State vehicle.
3. Employees shall be eligible for one grant of administrative leave to take the test to obtain or renew the CDL. Should the employee fail the test initially, the employee shall complete the necessary requirements on non-work time.
4. Employees reassigned to a position requiring a CDL shall be eligible for reimbursement and administrative leave in accordance with paragraphs 1., 2. and 3. of this Section.

ARTICLE 31

1 5. Employees who transfer, promote, bump, or are recalled to a position requiring a
2 CDL are not eligible for reimbursement for obtaining the initial CDL but shall be
3 eligible for reimbursement for renewal.

4 6. Employees who fail to obtain, or retain, a CDL may be subject to removal from
5 their positions. Employees who fail required tests may seek a 90-day extension of
6 their current license, during which the Employer will retain the employee in their
7 current, or equivalent position. The Employer shall not be responsible for any fees
8 associated with such extensions. At the end of the 90-day extension, if the
9 employee fails to pass all required tests, the employee may be reassigned at the
10 Employer's discretion, in accordance with applicable contractual provisions, to an
11 available position not requiring a CDL for which the employee is qualified, or, if no
12 position is available the employee will be laid off without bumping rights and will
13 be placed on the departmental recall list, subject to recall in accordance with the
14 Agreement. Those employees not choosing to extend their license for the 90-day
15 period will be removed from their positions at the expiration of their current license
16 and may be reassigned at the Employer's discretion, in accordance with applicable
17 contractual provisions, to an available position not requiring a CDL for which the
18 employee qualifies, or, if no position is available they will be laid off without
19 bumping rights and will be placed on the departmental recall list.

20 7. Employees required to obtain a medical certification of fitness shall have the
21 "Examination to Determine Physical Condition of Drivers" form filed in their medical
22 file. A copy of the "Medical Examiners Certificate" shall be filed in their personnel
23 file. The Employer agrees to pay for the examination and to grant administrative
24 leave for the time necessary to complete the examination.

25 8. If the Employer requires an enhancement on an employee's personal operator's
26 license to conduct his or her assigned duties, then the Employer will reimburse the
27 cost to the employee.

28 When the Employer evaluates sick leave usage, the Employer will take into
29 consideration that certain employees may have been absent on approved sick leave
30 as a result of 1) failing to pass their physical examination, or 2) advice by a physician
31 that prescribed medication will adversely impact on their ability to perform safety
32 sensitive functions. Any counseling/disciplinary actions based on the employee's
33 overall record will exclude this (these) absence(s).

34 This Section shall not apply to non-employees who may be required to have the CDL
35 as a condition of employment, nor to employees whose license is suspended or
36 revoked.

37 **C. Drug and Alcohol Testing under the Omnibus Transportation Employees** 38 **Testing Act of 1991.**

39 The Omnibus Transportation Employees Testing Act of 1991 (Act) and its
40 implementing regulations provides that employees subject to performing safety
41 sensitive functions, as defined by the Act and/or accompanying regulations, are
42 subject to pre-employment, random, post-accident, reasonable suspicion, return-to-

duty and follow-up drug and/or alcohol testing. The parties agree that to protect the safety of employees and the public, the workplace should be free from the risks posed by using controlled substances and alcohol.

The parties further recognize that the abuse of alcohol and controlled substances is a treatable illness and the parties will make reasonable efforts to provide assistance to employees in need of help prior to required testing under the Act. An employee services program is currently available to employees with personal problems, including those associated with alcohol and a controlled substance use.

1. **Self-Identification.**

Both the Employer and the Union will encourage employees to seek professional assistance whenever necessary. An employee who voluntarily discloses a problem with use of a controlled substance or alcohol abuse shall not be disciplined for such disclosure, provided the employee discloses the problem prior to being subject to testing under the Act, i.e. (a) has not been selected for random testing, (b) is not in the process of complying with post-accident testing, (c) is not currently being required to submit to reasonable suspicion testing, (d) is not undergoing pre-employment testing for re-placement into the pool, etc. The employee shall be referred to a Substance Abuse Professional (SAP). Employee absences will be covered by available leave credits, or a medical leave of absence in accordance with Article 16, Leaves of Absence, of this Agreement.

2. **Education and Training.**

The Employer agrees to supply the Union a copy of all educational material provided to Bargaining Unit employees in conjunction with this Act.

3. **Request for Proposal (RFP) and Contract Award.**

The Employer will provide the Union with a copy of the RFP regarding contracts for drug and alcohol testing of Bargaining Unit employees who may be subject to the Act, prior to sending it out to potential bidders. The Employer will provide the Union with a copy of any subsequent contract award.

4. **Pay Status of Employees.**

Time spent at the collection site for an alcohol and/or controlled substance test, including necessary travel time, will be considered as work time. The Employer shall pay for the cost of drug and/or alcohol tests administered under the random, post-accident, and reasonable suspicion testing provisions of the Act or a test required when a current employee enters or re-enters the testing pool, except that the Employer may not be responsible for the cost of any split sample testing related to such tests. See Article 53, Section D.1.

ARTICLE 31

Employees tested under the reasonable suspicion provisions for controlled substance use may be removed from the work site and placed on available leave credits until receipt of the drug test results. In the event that the test results are negative, the leave credits will be restored and the employee shall be considered to have been in work status for the period of the absence from regularly scheduled work activities.

5. **Availability for Unscheduled Work Assignment.**

Employees who are contacted outside their regular work schedule and requested to report for previously unscheduled work duty shall not be subject to discipline for advising the Employer that they believe they would be in violation of the Act if they were to report for duty.

6. **Union Representation.**

Employees may confer with an available Union Representative on-site (if available on-site), or a co-worker on-site (if available on-site), or through a telephone conference, whenever an employee is directed to submit to a reasonable suspicion alcohol or controlled substance test, provided such contact will not unreasonably delay the testing process.

7. **Documentation for Reasonable Suspicion Testing.**

The Employer will utilize the form in Appendix K for describing the observations concerning the appearance, behavior, speech or body odors of the employee that were made by the supervisor (and witness, if any), and communicated to the Departmental Drug/Alcohol Testing Coordinator (DATC) or DATC designee, which gave reason for reasonable suspicion testing of the employee.

8. **Alternative Duty Assignment.**

When the prescribing physician determines that an employee should not be assigned to operate a commercial motor vehicle or perform other safety sensitive functions because the employee is using a controlled substance pursuant to a prescription, the employee may be assigned, at the Employer's discretion, to alternative duties. If the Employer does not elect to make such a temporary assignment, the employee's absence shall be covered by available leave credits.

9. **Refusal to Submit to Testing.**

Refusal to submit to any drug or alcohol test under provisions of the Act shall be treated as a positive test result: a) for controlled substances, or b) alcohol, at the .04% level.

10. The Employer may impose discipline, up to and including dismissal, for violation of this Article. All discipline for violation of any provision of this Article shall be subject to the provisions of Article 9 regarding discipline.

11. **Controlled Substances.**

No driver shall report for duty or remain on duty requiring the performance of safety sensitive functions when the driver uses any controlled substance, except when the use is pursuant to the instructions of a physician who has advised the driver that the substance does not adversely affect the driver's ability to safely operate a commercial motor vehicle.

For the purposes of this Article, "controlled substances" has the meaning assigned by 21 U.S.C. 802 and includes all substances listed on Schedules I through V as they may be revised from time to time (21 CFR 1308).

12. Physician's Notification.

If an employee covered by the Act is using a prescription drug containing a controlled substance as defined in the Act, the employee must provide a statement from the employee's physician as provided below. In addition, the Employer agrees it will not violate the employee's right to privacy by contacting the attending physician without specific written authorization.

An employee who reports for duty or remains on duty requiring the performance of safety sensitive functions while using any controlled substance pursuant to the instructions of a physician who has advised the driver that the medication does not adversely affect the driver's ability to safely operate a commercial motor vehicle, shall furnish the Employer with the physician statement (in Appendix L) prior to the performance of any safety sensitive functions.

ARTICLE 32

WAGE ASSIGNMENTS AND GARNISHMENTS

The Employer will not impose disciplinary action against an employee for any wage assignments or garnishments. An employee who is suffering garnishments or wage assignments, or other withholding ordered by a court, or who is experiencing other financial difficulties, is obligated to make arrangements with creditors that will cause the least interference with the employee's employment and the Employer's operations. It is understood and agreed that garnishments and/or related financial problems of an employee which have an adverse impact upon job performance, may result in disciplinary action. Garnishments will be handled in accordance with the State of Michigan Financial Management Guide issued 7/9/2009 Part IV – Chapter 2, Sections 400, 450 and 500 or any other relevant sections.

ARTICLE 33

POSITION DESCRIPTIONS AND CLASS SPECIFICATIONS

A. Position Descriptions.

The duties, tasks, activities, and responsibilities of a position shall be those assigned by the Employer. All or substantially all of such duties shall be reduced to writing and reported on a position description form by the Employer. The position description form

ARTICLE 33

shall be regarded as the official position description for the position. As a convenience to the Employer, composite position descriptions may be similarly established by the Employer.

Except as may be specifically indicated to the contrary on the employee's official position description, or as otherwise provided in this Agreement, such position description shall not be interpreted to diminish or abridge, in any way, the Employer's right to assign an employee to different work sites, and different work locations, including non-State work locations, or to perform assigned duties under the direction and supervision of authorities other than the employee's own Appointing Authority.

Upon individual employee request, or when the Employer makes a change requiring Civil Service Commission review, the Employer will provide an employee one (1) copy of the employee's official position description. When the Employer has made changes in an employee's position which are not reflected in the position description, the employee may complete a new position description.

B. Class Specifications.

In the event that any new or revised class specification which is developed as a direct and necessary result of a newly established qualification requirement which may prevent employees from continuing in their present positions, the Employer will meet with MSEA to discuss and review the impact of such requirement. Such conference shall be conducted in accordance with Article 19 of this Agreement, Labor-Management Meetings.

Upon individual employee request, the Employer will provide an employee with a copy of the Civil Service Class Specification, and the employee's Position Description, which will include sub class codes and/or selective position requirements, if applicable for the classification and level to which the employee's position is allocated at the time of such individual request.

C. Journeyperson Certification.

The Employer agrees to accept, and to place in the individual employee's Agency personnel file, any certification(s) from any accredited school, apprenticeship program, or regulatory agency which signifies that the individual employee has satisfactorily completed all the requirements for such certification.

D. Resolution of Classification Disputes.

Resolution of disputes regarding the appropriate classification and level of a position shall be subject exclusively to the applicable Civil Service Procedure.

In any dispute between the Employer and an employee regarding the employee's appropriate classification, and upon individual employee request, the Employer will provide an employee with a copy of the Civil Service Class Specification for the classification and the employee's Position Description, which will include sub class codes and/or selective position requirements, if applicable and the level to which the employee's position is allocated at the time of such individual request.

1 **E. Working Out of Class.**

2 Working out of class is a prohibited subject of bargaining, and as such governed solely
3 by Civil Service Rules and Regulations.

4
5 **ARTICLE 35**
6 **MISCELLANEOUS BENEFITS**

7 **A. Clothing.**

8 Uniforms, identifying insignia, and/or protective apparel which is required by the
9 Employer as a condition of employment will be furnished or reimbursed by the
10 Employer. Reimbursement limits will, upon request, be discussed in Labor-
11 Management Meetings in accordance with Article 19.

12 Each employee required to wear a uniform will be notified by the Employer.

13 Employees required to wear a uniform will be furnished or reimbursed for all required
14 uniforms as soon as possible after hire. The number and type of required wearing
15 apparel will be discussed upon request in secondary negotiations; provided that,
16 during the term of this contract the Employer may continue to require and alter
17 uniforms, insignia, and/or protective apparel in a manner which does not violate this
18 contract or any concurrent secondary contract. Uniforms will be in good condition and
19 must be kept clean and in good condition.

20 In those instances where the Employer requires trainees to appear in uniform at the
21 commencement of training, the Employer will reimburse the trainee for the actual cost
22 of such uniform not to exceed a total of \$40.00 per uniform upon satisfactory
23 completion of the required training program. No reimbursement shall be made for gym
24 shoes, athletic apparel or other clothing not part of a required uniform.

25 The Employer agrees that those furnished uniforms which require dry cleaning will be
26 cleaned at the Employer's expense in accordance with current practices or as
27 provided in secondary agreements in effect on 12/31/85, or as agreed in secondary
28 negotiations.

29 Motor Carrier Officers who are required to wear a uniform shall receive \$450 a year
30 paid on a biweekly basis.

31 The issue of compensation for time spent changing by employees who are required
32 by the Employer to change into and out of uniforms at the work site shall be a proper
33 subject for secondary negotiations.

34 **1. Department of Natural Resources**

35 Non-uniform Conservation Officers who routinely conduct covert surveillance will
36 receive a cleaning allowance of \$1,000.00 per fiscal year. The allowance shall be
37 paid in installments of \$250.00 to be paid during the first full pay period following
38 October 1, January 1, April 1, and July 1.

ARTICLE 35

2. Department of Environmental Quality

The Department shall provide Conservation officers serving as Environmental Investigators a cleaning allowance of \$1,000.00 per fiscal year effective October 1, 2015, with \$250.00 to be paid during the first full pay period following October 1, January 1, April 1 and July 1.

B. Tools and Equipment.

The Employer agrees that when tools and equipment are furnished by the Employer, such tools and equipment shall be in safe operating condition and shall be similarly maintained. When the Employer introduces new tools or equipment, employees shall be provided with adequate training, if necessary, in order to properly operate such tools and equipment. Employees are responsible for reporting to the Employer any unsafe condition or practice and for properly caring for the tools and equipment furnished by the Employer. Employees shall not use such tools and equipment for personal use. Tools and equipment which the Employer requires the employee to use shall be made available to the employee within budgetary limitations and in accordance with current practice, or as provided in secondary agreements in effect on 12/31/85. In the event such equipment is not made available, its use shall not be required.

When employees are required to have an identification card the replacement fee for lost cards shall be no more than ten dollars. Such replacement fee shall be waived if the card is damaged during the course of employment and the damaged card is returned.

Where the Employer issues a weapon to employees to use during the course of their regular assigned duties, the Employer shall also provide a safety device (i.e., a trigger lock or other device which disables the weapon from being accidentally fired) for each Employer issued weapon. In those instances where an employee may be permitted to carry a concealed weapon during work time, upon request, a similar safety device shall also be made available for a minimal fee or at no cost to the employee.

C. Theft, Loss or Damage to Personal Items.

All claims and/or disputes involving theft, loss or damage to personal items shall be resolved exclusively in accordance with the provisions of the Michigan Administrative Manual Procedure 0620.02, issued August 15, 2000, or as amended and shall not be subject to the grievance procedure. See Appendix H.

D. Storage Space.

Secured storage space shall be provided to those employees with a discernible need within budgetary and space limitations; however, the Employer and MSEA, through the Labor-Management Conference process, will pursue furnishing secured storage space and suitable alternatives with the goal of providing satisfactory secured storage space within the terms of this Agreement.

1 **E. Parking.**

2 The parties agree that the provision of necessary parking space to employees within
3 the Bargaining Unit is a desirable goal to achieve. When the State is considering
4 buying, leasing or building new office space, availability of parking shall be a factor.

5 The Department of Technology, Management and Budget may, in accordance with
6 applicable statute, charge employees a fee reflecting costs, maintenance and/or
7 security for parking in controlled and/or improved State lots. Intended increases will
8 be discussed with MSEA before being implemented, and shall not exceed prevailing
9 market rates.

10 It is understood and agreed that no employee is guaranteed a parking place on
11 property owned or leased by the State.

12 The State will provide employee handicapped parking at State-owned and/or operated
13 parking facilities in accordance with Part 4 of the Building Code -- Barrier Free Design
14 Rules. Such parking shall be provided at the standard cost assessed to other
15 employees, if any. In addition, the Employer agrees to meet with the Union upon
16 request to discuss alternate methods of providing additional parking for certified
17 permanently disabled employees when legitimate demands surpass available space.

18 **F. Lounge and/or Eating Areas.**

19 Where current practice so provides and where operational needs permit, the Employer
20 will continue to provide adequate employee lounge and/or eating areas in non-public
21 locations separated from employees' normal areas of work. The issue of providing
22 employees with such lounge and/or eating areas where current practice does not so
23 provide will upon request be a subject of secondary level negotiations, provided that
24 no obligation shall exist for the Employer to negotiate such issue for work sites where
25 space is not available. The Employer reserves the right to change lounge and/or
26 eating areas due to operational requirements. The proposed removal or relocation of
27 lounge and/or eating areas due to operational requirements shall be an appropriate
28 subject for Labor-Management Meetings provided for in Article 19 of this Agreement.

29 **G. Tuition Reimbursement.**

30 Only to the extent that funds have been legislatively appropriated and allocated by the
31 Departments, specifically for tuition reimbursement, the Employer agrees to establish
32 a system of tuition reimbursement for employees. The Employer agrees to notify
33 MSEA upon request of the amount of money allocated by the Department for such
34 purpose and of any changes in such allocation.

35 Reimbursement shall apply only to the per-credit hour cost of tuition and shall not
36 apply to such items as lab fees, miscellaneous fees, books or supplies. Selection
37 among eligible applicants, and proportion of reimbursement, shall be determined by
38 the Employer. Employees selected for such tuition reimbursement program shall only
39 be reimbursed upon presenting written documentation of successful completion of the
40 course.

ARTICLE 35

1 Tuition reimbursement shall not be made unless the course pertains to the employee's
2 current occupation or occupations in the employee's current Bargaining Unit and
3 Department. No employee shall receive reimbursement for more than two courses in
4 any one semester or term.

5 The procedures to be used for application, approval and verification of successful
6 completion shall be established by Departments. The Employer agrees that any
7 system adopted will attempt to treat similarly situated employees fairly.

8 The provisions of this Article shall not apply in those cases where the Employer
9 requires employees to take a course(s) as part of their assigned duties.

10 Other tuition refund or education assistance programs conducted or initiated by
11 Departments may continue in accordance with departmental policies and shall not be
12 subject to this Article or negotiable under this Agreement.

13 An appropriate subject for discussion by the Labor-Management Council will be tuition
14 refund implementation procedures and cost review.

15 **H. Legal Services.**

16 Whenever any claim is made or any civil action is commenced against any employee
17 in the State Civil Service alleging negligence or other actionable conduct, if the
18 employee was in the course of employment at the time of the alleged conduct and had
19 a reasonable basis for believing that the conduct was within the scope of the authority
20 delegated to the employee, the Appointing Authority in cooperation with the Attorney
21 General shall, as a condition of employment, pay for or engage or furnish the services
22 of an attorney to advise the employee as to the claim and to appear for and represent
23 the employee in the action.

24 No legal services shall be required in connection with prosecution of a criminal suit
25 against an employee. However, when a criminal action is commenced against an
26 officer or employee of a State Agency based upon the conduct of the officer or the
27 employee in the course of employment, the State Agency will pay for, engage, or
28 furnish the services of an attorney to advise the officer or the employee as to the
29 action, and to appear for and represent the officer or the employee in the action, if the
30 Employer has no basis to believe that the alleged conduct occurred outside the course
31 of employment and no basis to believe the alleged conduct was not within the scope
32 of the authority delegated to the officer or the employee. The determination of the
33 officer's or the employee's scope of delegated authority shall be made in the sole
34 judgment of the Appointing Authority, which judgment shall not be subject to appeal.

35 Nothing in this rule shall require the reimbursement of any employee or insurer for
36 legal services to which the employee is entitled pursuant to any policy of insurance.

37 **I. Professional Fees and Subscriptions.**

38 If the Employer requires an employee to become a member of a professional
39 organization or if the Employer requires an employee to subscribe to a professional
40 journal, the Employer agrees to pay such fees, dues or subscriptions.

Any such professional journals shall be sent to the employee at the employee's work address, shall be shared with employees at the work site and shall be considered the property of the Employer. In the event that the subscribing employee terminates his/her employment at the work site, such journals shall continue to be sent to the same work address and shall not be forwarded or sent to the employee at a different address.

If the Employer pays dues or fees for membership, such membership shall be considered to belong to the Employer and any benefit accruing therefrom shall be shared with employees at the work site. In the event that an employee for whom such membership was purchased terminates his/her employment at the work site, the Employer reserves the right to cancel such membership or transfer such membership to another employee.

J. Leave of Absence with Pay.

Nothing in this Agreement shall preclude an Appointing Authority from authorizing salary payments in whole or part to employees in order to permit them to attend school, visit other governmental agencies or in any other approved manner to devote themselves to systematic improvement of the knowledge or skills required in the performance of their work.

K. Jury Duty.

If an employee is selected for jury duty the summons should be obeyed. Failure to do so may cause the employee to be considered in contempt of court.

While serving on jury duty an employee will be granted administrative leave (time off with full pay) provided the employee reimburses the Appointing Authority for the jury duty pay received from the court. Alternatively, an employee may, at the employee's discretion, use annual leave when serving on a jury and keep the jury duty pay. When not impaneled for actual service and only on call, the employee shall report back to work unless authorized by the supervisor to be absent from his/her work assignment.

An employee on the afternoon or night shift who elects to receive administrative leave in accordance with this Section shall have his/her shift changed to days during the duration of the jury duty obligation.

To receive administrative leave for jury duty an employee must:

1. Promptly provide a copy of the jury duty summons to his/her supervisor.
2. Notify the supervisor of the jury duty schedule on a daily basis at or before the beginning of the employee's scheduled work day in accordance with departmental procedures regarding reporting of absences.
3. Certify, in writing, each period of time actually served as a juror for which administrative leave is requested.
4. Submit the jury duty paycheck stub as soon as it is received together with a payment equal to the jury duty pay in accordance with departmental procedures.

ARTICLE 35

1 Travel allowances paid to the employee by the court may be retained as they are not
2 considered jury duty pay. Employees shall not be permitted to use a State vehicle for
3 travel connected with jury duty and shall not be reimbursed by the Appointing Authority
4 for travel allowances.

5 An employee requested or subpoenaed to appear before a court as a witness for the
6 People is entitled to administrative leave (time off with full pay) provided that the
7 employee certifies in writing the period of time of such appearance and for which such
8 administrative leave is requested. Employees must reimburse the Department for any
9 witness fees received, up to the amount of their salary, and for any travel expenses
10 allowed by the court. Employees will be reimbursed for any travel expenses in
11 accordance with State Standardized Travel Regulations.

12 If an employee is subpoenaed as a witness or appears in court in any capacity other
13 than as a witness for the People, he/she will not be considered as being on duty, nor
14 will administrative leave be granted. Any authorized absence shall be charged to
15 annual leave and the employee may retain any expenses or monies received from the
16 court.

17 If, however, the court appearance is required as a result of conduct occurring in the
18 course of employment and the employee had a reasonable basis for believing the
19 alleged conduct was within the scope of the authority delegated to the employee, the
20 employee will be considered as being on duty.

21 In the event the accounting procedures utilized to process employee reimbursement
22 of jury duty pay when the employee elects to receive administrative leave in lieu of
23 jury duty pay are amended for non-exclusively represented employees, the parties
24 agree to meet to review such changes and may, by mutual agreement of the parties,
25 amend these procedures.

26 **L. Meals Without Charge.**

27 In the Department of Corrections, to facilitate security measures, employees who meet
28 the criteria listed below will be provided a meal without charge. The meal provided will
29 be from the same menu provided the residents for the main meal of that date. To be
30 eligible, the employee shall be:

- 31 1. Employed and assigned within the security perimeter of a correctional facility
32 where food service facilities are available; and
- 33 2. Required to remain at the correctional facility for the full eight (8) hour shift, and
34 not be relieved of custody responsibilities during the period provided for consuming
35 the meal; and
- 36 3. Entitled to receive full pay for the period during which the meal is to be consumed.
- 37 4. The method of providing the meal, including the accommodation of dietary
38 restrictions shall be a proper subject of secondary negotiations.

1 **M. Temporary Alternative Duty Assignment.**

2 The parties agree that the issue of temporary alternative duty assignment due to
3 temporary disability is one aspect of an effective disability management program. It is
4 expected that policy guidelines in this area will be discussed and developed through
5 the Labor-Management Policy Council. The parties agree to work cooperatively to
6 effectively implement such policy.

7
8
9 **ARTICLE 36**

10 **COMPENSATION POLICY UNDER CONDITIONS OF GENERAL EMERGENCY**

11 **A. General Emergency.**

12 Conditions of general emergency include, but are not necessarily limited to, severe or
13 unusual weather, civil disturbance, loss of utilities, physical plant failures, or similar
14 occurrences. Such conditions may be widespread or limited to specific work locations.

15 **B. Administrative Determination.**

16 When conditions in an affected area or a specific location warrant, State facilities may
17 be ordered closed or, if closure is not possible because of the necessity to continue
18 services, a facility may be declared inaccessible. The decision to close a State facility
19 or to declare it inaccessible shall be at the full discretion of the Governor or his/her
20 designated representative.

21 **C. Compensation in Situation of Closure.**

22 When a State facility is closed by the Governor or his/her designated representative,
23 affected employees shall be authorized administrative leave not to exceed the period
24 of closure to cover their normally scheduled hours of work, unless such employees
25 can be temporarily reassigned to another facility or are able to perform appropriate
26 job responsibilities away from the facility. Individual employees of facilities ordered
27 closed may be required to work to perform essential services during the period of
28 closure. When such is the case, these employees shall be compensated in the manner
29 prescribed for employees who work under conditions of declared inaccessibility.

30 **D. Compensation in Situation of Inaccessibility.**

31 If a State facility has not been closed but declared inaccessible in accordance with the
32 Governor's policy, and an employee is unable to report for work due to such
33 conditions, he/she shall be granted administrative leave to cover his/her normally
34 scheduled hours of work during the period of declared inaccessibility.

35 An employee who works at a State facility during a declared period of inaccessibility
36 shall be paid his/her regular salary and, if overtime work is required, in accordance
37 with the overtime pay regulations. In addition, such employees shall be granted time
38 off equal to the number of hours worked during the period of declared inaccessibility.

ARTICLE 37

E. Additional Timekeeping Procedures.

If a State facility has not been closed or declared inaccessible during severe weather or other emergency conditions, an employee unable to report to work because of these conditions shall be allowed to use annual leave or compensatory time credits. If sufficient credits are not available, the employee shall be placed on lost time.

When an employee is absent from a scheduled work period, a portion of which is covered by a declaration of closure or inaccessibility, annual leave or compensatory time credits may be used to cover that portion of his/her absence not covered by administrative leave. Employees absent due to sick leave usage or previously scheduled annual leave shall not be entitled to administrative leave during period of closure or inaccessibility. If sufficient credits are not available, the employee shall be placed on lost time.

Employees who suffer lost time as the result of the application of this policy shall receive credit for a completed biweekly work period for all other purposes.

ARTICLE 37 **MOVING EXPENSES**

A. Persons Covered.

All authorized full-time employees currently employed by the State of Michigan being relocated for the benefit of the State, who actually move their residence as a direct result of the relocation, and who agree to continue employment in the new location for a minimum of one year are entitled to all benefits provided by this Article. New employees not presently working for the State of Michigan shall not be entitled to benefits provided in this Article.

B. By Commercial Mover.

The State will pay the transportation charges for normal household goods up to a maximum of 14,000 pounds for each move. Charges for weight in excess of 14,000 pounds must be paid directly to the mover by the employee.

1. **Household Goods:** Includes all furniture, personal effects and property used in a dwelling, and normal equipment and supplies used to maintain the dwelling except automobiles, boats, camping vehicles, firewood, fence posts, tool sheds, motorcycles, snowmobiles, explosives, or property liable to impregnate or otherwise damage the mover's equipment, perishable foodstuffs subject to spoilage, building materials, fuel or other similar non-household good items.

2. **Packing:** The State will pay up to \$800 for packing and/or unpacking breakables. The employee must make arrangements and pay the mover for any additional packing required.

3. **Insurance:** The carrier will provide insurance against damage up to \$.60 per pound for the total weight of the shipment. The State will reimburse the employee

1 for insurance costs not to exceed an additional \$.65 per pound of the total weight
2 of the shipment.

3 In addition to the above packing allowances, the State will pay the following
4 accessorial charges which are required to facilitate the move:

5 a. Appliance service;

6 b. Piano or organ handling charges;

7 c. Flight, elevator or distance carry charges;

8 d. Extra labor charges required to handle heavy items, i.e., pianos, organs,
9 freezers, pool tables, etc.

10 Charges for stopping in transit to load or unload goods and the cost of additional
11 mileage involved to effect a stop in transit must be paid by the employee. Also,
12 extra labor required to expedite a shipment at the request of the employee must
13 be paid by the employee.

14 **C. Mobile Homes.**

15 The State will pay the reasonable actual cost for moving a mobile home if it is the
16 employee's domicile, plus a maximum \$1,000 allowance for blocking, unblocking,
17 securing contents or expando units, installing or removal of tires (on wheels) on or off
18 the trailer, removal or replacement of skirting will be paid by the State when
19 accompanied by receipts. "Actual Moving Cost" includes only the transportation cost,
20 escort service when required by a governmental unit, special lighting permits, tolls or
21 surcharges. "Actual Moving Cost" does not include the moving of oil tanks, out-
22 buildings, swing sets, etc. that cannot be dismantled and secured inside the mobile
23 home. Utility connections to existing utilities, within an established mobile home park,
24 shall be reimbursed up to a maximum of \$200.00.

25 Mobile home liability is limited to damage to the unit caused by negligence of the
26 carrier, and to contents up to a value of \$1,500. Additional excess valuation and/or
27 hazard insurance may be purchased from the carrier at the expense of the employee.

28 The repair or replacement of equipment of the trailer, i.e., tires, axles, bearings, lights,
29 etc., are the responsibility of the owner.

30 **D. Storage of Household Goods.**

31 The State will pay for storage not in excess of sixty (60) days in connection with an
32 authorized move at either origin or destination, only when housing is not readily
33 available.

34 **E. Temporary Travel Expense.**

35 From effective date of reassignment, up to sixty (60) calendar days of travel expense
36 at the new assigned work station are allowed. Extension beyond sixty (60) days, but
37 not to exceed a total of one hundred eighty (180) days, should be allowed due to

ARTICLE 38

unusual circumstances in the full discretion of the Employer. Authorized travel shall include one (1) round trip weekly between the new work station and the former residence.

F. To Secure Housing.

A continuing employee and one (1) additional family member will be allowed up to three (3) round trips to a new official work station for the purpose of securing housing. Travel, lodging, and food costs will be reimbursed up to a maximum of nine (9) days in accordance with the Civil Service Commission and Department of Technology Management and Budget State Standardized Travel Regulations.

ARTICLE 38 MOBILITY-CAREER ADVANCEMENT

In the event a new degree or advanced educational requirement, selective position requirements or sub-class code is added as a required classification specification, the employing Department shall recommend that all employees in the classification shall be grand-parented into the classification without prejudice.

In the event of a new physical fitness/agility test is added as a condition of employment, the employing department shall recommend to grandparent all affected employees and enter into negotiations regarding any adverse impact on Bargaining Unit members. In the Department of Natural Resources, Conservation Officers hired prior to October 1, 1999 shall be grand-parented status.

Employees who separate from the State service or transfer out of the affected classification shall not be eligible for re-employment in the class unless they meet all applicable classification specifications.

ARTICLE 39 PAID ANNUAL LEAVE

A. Initial Leave.

Upon hire, each permanent employee shall be credited with an initial annual leave grant of sixteen (16) hours, which shall be immediately available, upon approval of the Employer. The sixteen (16) hours initial grant of annual leave shall not be credited to an employee more than once in a calendar year.

B. Allowance.

Paid service in excess of eighty (80) hours in a biweekly work period shall not be counted. A permanent employee shall be entitled to annual leave with pay for each eighty (80) hours of paid service or to a pro-rated amount if paid service is less than eighty (80) hours in the pay period as follows:

ANNUAL LEAVE TABLE**Service Credit****Annual Leave**

0 - 1 yrs. (0-2,079 hrs.)

= 4.0 hrs./80 hrs. serv.

1 - 5 yrs. (2,080-10,399 hrs.)

= 4.7 hrs./80 hrs. serv.

C. Additional Allowance.

Permanent employees who have completed five years (10,400 hours) of currently continuous service shall earn annual leave with pay in accordance with their total classified service including military leave, subsequent to January 1, 1938, as follows:

ADDITIONAL ALLOWANCE TABLE**Service Credit****Annual Leave**

5-10 yrs. (10,400 - 20,799 hrs.)

=

5.3 hrs./80 hrs.serv.

10-15 yrs.(20,800 - 31,199 hrs.)

=

5.9 hrs./80 hrs.serv.

15-20 yrs.(31,200 - 41,599 hrs.)

=

6.5 hrs./80 hrs.serv.

20-25 yrs.(41,600 - 51,999 hrs.)

=

7.1 hrs./80 hrs.serv.

25-30 yrs.(52,000 - 62,399 hrs.)

=

7.7 hrs./80 hrs.serv.

30-35 yrs.(62,400 - 72,799 hrs.)

=

8.4 hrs./80 hrs.serv.

35-40 yrs.(72,800 - 83,199 hrs.)

=

9.0 hrs./80 hrs.serv.

40-45 yrs.(83,200 - 93,599 hrs.)

=

9.6 hrs./80 hrs.serv.

45-50 yrs.(93,600 - 103,999 hrs.)

=

10.2 hrs./80 hrs.serv.

etc.

Solely for the purpose of additional annual leave and longevity compensation, an employee shall be allowed State service credit for: employment in any non-elective excepted or exempted position in a principal Department, the Legislature, or the Supreme Court which immediately preceded entry into the State classified service, or for which a leave of absence was not granted; up to five years of honorable service in the armed forces of the United States subsequent to January 1, 1938, for which a Military Leave of Absence would have been granted had the veteran been a State classified employee at the time of entrance upon military service. When an employee separates from employment and subsequently returns, military service previously credited shall not count as current continuous State service for purposes of requalifying for additional annual leave or longevity compensation if the employee previously qualified for and received these benefits.

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D. Crediting.

Annual leave shall be credited at the end of the biweekly work period in which eighty (80) hours of paid service is completed. Annual leave shall be available for use only in biweekly work periods subsequent to the biweekly work period in which it is earned. When paid service does not total eighty (80) hours in a biweekly work period, the employee shall be credited with a pro-rated amount of leave for that work period based on the number of hours in pay status divided by eighty (80) hours multiplied by the applicable accrual rate. Annual leave shall be authorized, credited or accumulated in excess of the allowable cap, for an employee who is suspended or dismissed in accordance with this Agreement and who is subsequently returned to employment with full back benefits by an Arbitrator under Article 8, shall be permitted annual leave accumulation in excess of the allowable cap. Any excess thereby created shall be liquidated within one (1) year from date of reinstatement by means of paid time off work or receive a gross pay adjustment at the discretion of the employee. If the employee separates from employment for any reason during that one (1) year grace period, no more than the allowable cap of unused annual leave shall be paid off.

E. Transfer and Payoff.

Employees who voluntarily transfer from one State Department to another shall be paid off at their current rate of pay for their unused annual leave. However, the employee may elect, in writing, to transfer all accumulated annual leave.

Employees who separate shall be paid at their current hourly rate for the balance of their unused annual leave, subject to the applicable payoff cap in Section F.

F. Annual Leave Cap.

The cap on annual leave accumulation shall be 356 hours in accordance with the schedule below. No annual leave in excess of 240 hours shall be included in final average compensation for the purpose of calculating retirement benefits.

ANNUAL LEAVE ACCUMULATION SCHEDULE

<u>Years</u>	<u>Accrual</u>	<u>Accumulation Cap</u>	<u>Payoff Cap</u>
1 - 5	4.7	296	256
5 - 10	5.3	311	271
10 - 15	5.9	326	286
15 - 20	6.5	341	301
20 - 25	7.1	346	306
25 - 30	7.7	356	316
30 - 35	8.4	356	316
etc.			

1 **G. Utilization.**

2 An employee may charge absence to annual leave only with the prior approval of the
3 Employer. Annual leave shall not be credited or used in anticipation of future leave
4 credits. In the absence of sufficient leave credits, payroll deductions (lost time) shall
5 be made for the work period in which the absence occurred.

6 In the event of an unpaid disciplinary suspension, upon an employee's request and
7 approval of the Employer, annual leave credits may be forfeited on an hour-for-hour
8 basis in lieu of serving the unpaid suspension.

9 **H. Banked Leave Time.**

10 Accumulated Banked Leave Time (BLT) may be used by an employee in the same
11 manner as regular annual leave.

12 Accumulated BLT hours shall not be counted against the employee's regular annual
13 leave cap, known as Part A hours. Before incurring unpaid Plan A or Plan C hours all
14 BLT hours must be exhausted.

15 The employee must exhaust all BLT hours prior to being considered for any annual
16 leave donation.

17 Upon an employee's separation, death or retirement from State service, unused BLT
18 hours shall be contributed by the State to the employee's account within the State of
19 Michigan 401(k) plan, and if applicable to the State of Michigan 457 plan. Such
20 contribution shall be treated as non-elective Employer contributions, and shall be
21 calculated using the product of the following: (i) the number of BLT hours and, (ii) the
22 employee's base hourly rate in effect at the time of the employee's separation, death
23 or retirement from State service.

24 **I. Scheduling.**

25 Consistent with the operational needs of the Employer, annual leave may be granted
26 at such times during the year as requested by the employee. Annual leave will only
27 be authorized up to the maximum amount of annual leave credits in an employee's
28 account prior to the initial date of the annual leave. Employees may not take annual
29 leave without the Employer's prior approval. Barring an annual leave request for a
30 special or an unusual travel plan, annual leave may be limited to two (2) calendar
31 weeks in order to accommodate as many annual leave requests for the same period
32 or season or to comply with the operational needs of the Employer. Any holiday
33 recognized in this Agreement which occurs during a requested annual leave period
34 will not be charged as annual leave time. Formal systems of scheduling vacations and
35 the duration of such vacations will, upon request, be negotiated at the secondary level.

36 **J. Conversion to Sick Leave.**

37 Employees on annual leave who become ill or are injured and who thereby require (1)
38 hospitalization, (2) emergency surgery/treatment and convalescence therefrom, or (3)
39 a medically prescribed confinement may convert such period of time to sick leave.

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1 Employees who return home from or significantly interrupt annual leave because of
2 death, injury or illness of a person other than the employee, for which sick leave could
3 normally be used, may convert such time to sick leave, provided that such illness or
4 injury requires (1) hospitalization and/or (2) emergency surgery/treatment and
5 convalescence requiring the presence of the employee. Employees on annual leave
6 at home shall have the same privilege.

7 Upon the Employer's request, an employee seeking to convert annual leave to sick
8 leave under this Article must produce written medical verification as required by the
9 Employer describing and verifying the injury or illness and hospitalization or treatment
10 therefrom.

11 When placing an employee on a medical leave of absence for which the employee will
12 be receiving benefits under the State's long term disability insurance program, the
13 Employer will not charge any paid time to the employee's annual leave if the employee
14 has requested the Employer not to do so, in writing.

15 **K. Annual Leave Buy Back.**

16 A laid off employee who has been rehired from layoff to a permanent position in a
17 different Department/Agency may elect to buy back up to eighty (80) hours of accrued
18 annual leave which had been paid off. An employee recalled to the
19 Department/Agency from which he/she was laid off may elect to buy back any portion
20 of annual leave up to the amount he/she was paid off. An employee electing this option
21 shall buy back the annual leave at the returning rate of pay. Such payment shall be
22 made to the Department/Agency making the original payoff. Such option may be
23 exercised only once per recall, and must be exercised during the first thirteen (13) pay
24 periods of the recall/rehire.

25 **L. Annual Leave Freeze.**

26 An employee separated by reason of layoff may elect to freeze annual leave up to the
27 accrued balance at the time of layoff. Such balance shall be retained until the
28 employee elects to be paid off for the balance or until the employee's recall rights
29 expire, whichever occurs first. Payoff shall be at the employee's last rate of pay.

30 An employee may elect to freeze annual leave up to the accrued balance during a
31 leave of absence by providing written notice of such intent to the Employer at the
32 commencement of the leave of absence. Payment for annual leave due an employee
33 who fails to return from a leave of absence shall be at the employee's last rate of pay
34 prior to the leave.

35 **M. Voluntary Donation of Annual Leave.**

36 **1. Right to Receive Annual Leave Donations.**

37 Upon employee request, except as otherwise provided in this Article, annual leave
38 credits may be transferred to other employees in the Bargaining Unit under the
39 following conditions:

- a. The receiving employee has successfully completed his/her initial probationary period and faces loss of pay/lost time due to serious injury or the prolonged illness of the employee or his/her dependent spouse, child or parent.
- b. The receiving employee will exhaust all leave credits.
- c. The receiving employee's absence has been approved.
- d. An employee may receive a maximum of thirty (30) work days by direct transfer of annual leave from MSEA employees.

2. The Right to Donate Annual Leave Hours.

- a. Annual leave donations must be for a minimum of four (4) hours and a maximum of forty (40) hours and donations shall be in whole hour increments.
- b. Employee donations are irrevocable.

3. Reciprocal Agreement.

The right to donate hours is not limited to employees in this Bargaining Unit where reciprocal agreements exist with other exclusive representatives or is provided for in Civil Service Commission Rules and procedures for non-exclusively represented employees.

ARTICLE 40

PAID SICK LEAVE

A. Allowance.

Every permanent employee covered by this Agreement shall be credited with four (4) hours of paid sick leave for each completed eighty (80) hours of service or to a pro-rated amount if paid service is less than eighty (80) hours in the pay period. The pro-rated amount shall be based on the number of hours in pay status divided by eighty (80) multiplied by four (4) hours. Paid service in excess of eighty (80) hours in a biweekly work period shall not be counted.

Sick leave shall be credited at the end of the biweekly work period. Sick leave shall be considered as available for use only in pay periods subsequent to the biweekly work period in which it is earned.

Sick leave shall not be allowed in advance of being earned. If an employee has insufficient sick leave credits to cover a period of absence, no allowance for sick leave shall be posted in advance or in anticipation of future leave credits. In the absence of sick or annual leave credits, payroll deduction (lost time) for the time lost shall be made for the work period in which the absence occurred. The employee may elect not to use annual leave to cover such absence.

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B. Utilization.

Any utilization of sick leave allowance by an employee must have the approval of the Appointing Authority.

Sick leave may be utilized by an employee in the event of illness, injury, temporary disability, or exposure to contagious disease endangering others, or for illness, or injury in the immediate family which necessitates absence from work. "Immediate family" means the employee's spouse, children, parents, grandparents or foster parents, parents-in-law, brothers, sisters, and any persons for whose financial or physical care the employee is principally responsible. Sick leave may be used for absence caused by the attendance at the funeral of a relative, or person for whose financial or physical care the employee has been principally responsible.

Sick leave may be utilized by an employee for appointments with a doctor, dentist, or other recognized practitioner to the extent of time required to complete such appointments.

C. Disability Payment.

In case of work-incapacitating injury or illness for which an employee is or may be eligible for work disability benefit under the Michigan Workers' Disability Compensation law, such employee, with the approval of the Employer, may be allowed salary payment which, with the work disability benefit, equals two-thirds (2/3) of the regular salary or wage. Leave credits may be utilized to the extent of the difference between such payment and the employee's regular salary or wage.

D. Accumulation and Payoff.

Sick leave may be accumulated as provided above throughout the employee's period of classified service.

An employee who separates from the State classified service for retirement purposes in accordance with the provisions of a State retirement act shall be paid for fifty percent (50%) of unused accumulated sick leave as of the effective date of separation at the employee's final regular rate of pay, by the Agency from which the employee retires.

In case of the death of an employee, payment of fifty percent (50%) of unused accumulated sick leave shall be made to the beneficiary or estate by the Agency which last employed the deceased employee at the employee's final regular rate of pay.

Upon separation from the State classified service for any reason other than retirement or death, the employee shall be paid for a percentage of unused accumulated sick leave in accordance with the following table of values. Payment shall be made at the employee's final regular rate of pay by the Agency from which the employee separates:

<u>Sick Leave Balance -- Hours</u>	<u>Percentage Paid</u>
---	-------------------------------

Less than 104	0
---------------	---

1	104 - 208	10
2	209 - 416	20
3	417 - 624	30
4	625 - 832	40
5	833 or more	50

6 No payoff under this Section shall be made to a new employee hired on or after
7 October 1, 1980.

8 **E. Proof.**

9 All sick leave used shall be certified by the employee and by such other evidence as
10 the Employer may require. When the Employer has reasonable grounds for doing so,
11 the Employer may require an employee to provide acceptable verification. The
12 Employer will advise the employee of the need for medical verification prior to the
13 employee returning to work. Falsification of such evidence may be cause for
14 disciplinary action up to and including dismissal. The Employer may require that an
15 employee present medical certification of physical or mental fitness to continue
16 working.

17 **F. Return to Service.**

18 Previous unused sick leave allowance shall be placed to the credit of a laid off
19 employee upon return to permanent employment. A separated employee who
20 received payment for unused accumulated sick leave under this Article and who
21 returns to service shall not be credited with any previously earned sick leave.

22 **G. Transfer.**

23 Any employee who transfers or who is reassigned from one Departmental Employer
24 to another shall be credited with any unused accumulated sick leave balance by the
25 Departmental Employer to whom transferred or reassigned.

26 **H. Sick Leave for Health Screening.**

27 Employees covered by this Agreement shall be entitled to use sick leave for the period
28 of time utilized for health screening purposes at an authorized Employer operated
29 health screening unit.

30 **I. Bereavement Leave.**

31 Employees shall be allowed reasonable and necessary time off by mutual agreement
32 in the event of the death of a member of the immediate family. Such time shall be
33 covered by accrued sick leave and/or annual leave credits. In the event of a dispute,
34 an employee shall be guaranteed a minimum of five (5) days leave, if requested.

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J. Funeral Leave.

In addition to bereavement leave (if applicable), sick leave may be used for an absence caused by attendance at a funeral of a relative or person whose physical or financial care is the principal responsibility of the employee.

ARTICLE 41 **SALARY SCHEDULE AND RELATED MATTERS**

A. Computation of Salaries.

It is mutually agreed that the compensation schedule in effect September 30, 2016, will be the compensation schedule used in determining rates of pay for Bargaining Unit employees covered by this Agreement.

B. Pay Periods.

In a calendar year, there will be at least twenty-six (26) pay periods. A pay period is defined as a biweekly period consisting of fourteen (14) days, beginning on a Sunday and ending on a Saturday.

C. Pay Days.

Pay days will occur every second Thursday and will include wages earned in the immediate past pay period in accordance with current practice. Every effort will be made to correct payroll errors which occurred in previous pay periods in the employee's disfavor and include pay due the employee due to such errors in the next pay warrant following the error and correction. Imprest Cash vouchers will be used whenever possible to correct serious errors. The Employer upon determination that an overpayment has been made, will immediately in writing notify the employee. Employees are obligated immediately to notify the Employer in writing of any under or overpayment. The employee shall be required to repay any and all overpayments received resulting from clerical error or misrepresentation by the employee. Overpayment liability will be limited to any compensation earned after the date the employee is notified of the overpayment notice in those instances where the overpayment resulted from a violation or misinterpretation of Civil Service Commission Rules by the Employer or Civil Service Commission and the employee performed in good faith the duties and responsibilities. In the case of Employer overpayments not immediately noticed by either the employee or Employer that would create hardship on the employee if immediate full reimbursement were required, a payment schedule may be mutually arranged.

D. Authorized Payroll Deductions.

The Employer agrees to continue to provide payroll deductions for employees in the following categories, as permitted by Civil Service Commission Rules and Regulations and/or applicable law:

Dental Insurance

- 1 Union Dues/Fees
- 2 Life Insurance
- 3 Deferred Compensation
- 4 U.S. Bonds
- 5 Mandatory Child Support deductions (when ordered by a court)
- 6 Income Protection Insurance (LTD)
- 7 Time purchase for retirement (in accordance with current practice)
- 8 Vision Care Insurance
- 9 Medical Hospitalization Insurance
- 10 Parking fees (State operated parking lots)
- 11 Flexible Spending Accounts

12 It is understood and agreed that additional authorized deductions may be made by the
 13 Employer and shown on the electronic earnings statement as payroll deductions. The
 14 parties agree to pursue the possibility of reporting to employees the year ending
 15 amount of Union dues/fees paid by employees in these Units. All authorized
 16 deductions are subject to sufficient earnings. Nothing provided herein shall prohibit
 17 the Employer from making deductions in accordance with court orders of a court of
 18 competent jurisdiction or other legal orders served on the Employer.

19 Except as provided in Article 6, Section C, voluntary deductions will be made only
 20 upon receipt of a properly authorized voluntary deduction form and in accordance with
 21 the priorities established in Article 6, Section A. Voluntary deductions will commence
 22 after receipt of an authorization form. Present administrative convenience and practice
 23 will prevail. The Employer agrees to effect deductions listed in this Section without
 24 administrative cost to the employee or MSEA. Once commenced a deduction
 25 authorized by the employee shall continue until the appropriate written stop order is
 26 received.

27 **E. Michigan Educational Trust.**

28 Parties recognize that the State may offer State employees the opportunity for payroll
 29 deduction in conjunction with individual employee's participation in the Michigan
 30 Educational Trust (M.E.T.) program. In the event the State initiates a payroll deduction
 31 opportunity for M.E.T. participants, members of the Bargaining Unit who are M.E.T.
 32 participants will be offered the opportunity to individually initiate enrollment in such
 33 State program.

34 It is understood that initiation and continuation of the M.E.T. Payroll Deduction
 35 Program is subject to the provisions of applicable statutes and regulations, and will be
 36 administered in accordance with such laws and regulations. Should the State
 37 determine to alter, amend, or terminate such M.E.T. Payroll Deduction Program, the

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State will provide the Union advance notice and, upon Union request, meet to review and discuss the reasons for such actions prior to their implementation.

For purposes of administering contractual Union security provisions and payroll accounting procedures, it is understood and agreed that such M.E.T. deduction, if and when individually authorized by the employee, will be taken only when the employee has sufficient residual earnings to cover it after deductions for any applicable employee organization membership dues or service fees have been made.

ARTICLE 42 **INCORPORATION OF APPENDICES**

The parties agree that the appendices attached hereto are incorporated for reference only, unless otherwise noted in this Agreement.

ARTICLE 43 **COMPENSATION**

Section A. Wages.

FISCAL YEAR 2016-2017

a. On October 1, 2016 the base hourly rate in effect at 11:59 p.m. on September 30, 2016, for each step in the Bargaining Units shall be increased by 1%.

b. At the end of the first full pay period in October 2016, each full-time employee who is on the payroll as of October 2, 2016, and who has accumulated no less than two thousand eighty (2080) hours of current continuous service since October 1, 2015, shall be paid a one-time cash payment of 1.5% of the annualized base hourly rate of pay in effect as of October 2, 2016, which shall not be rolled into the base wage. For a full-time employee who has accumulated less than two thousand eighty (2080) hours of current continuous service since October 1, 2015, this payment shall be pro-rated based on the ratio between the employee's actual continuous service hours earned after October 1, 2015, and two thousand eighty (2080) hours, times 1.5% of the annualized base hourly rate of pay in effect as of October 2, 2016.

At the end of the first full pay period in October 2016, or the first subsequent pay period in Fiscal Year 2016-2017 for which the employee receives a pay check, each Permanent-intermittent employee, part-time employee, or seasonal employee, who is on the payroll as of October 2, 2016, and who was either: (1) on the payroll on October 1, 2015, (2) on furlough on October 1, 2015, or (3) on seasonal layoff on October 1, 2015, who has accumulated less than two thousand eighty (2080) hours of current continuous service between October 1, 2015, and September 30, 2016, shall be paid a one-time cash payment which shall not be rolled into the base wage. For each such employee, this payment shall be pro-

rated based on the ratio between the employee's actual continuous service hours earned between October 1, 2015, and September 30, 2016, and two thousand eighty (2080) hours, times 1.5% of the annualized base hourly rate of pay in effect as of October 2, 2014.

FISCAL YEAR 2017-2018

On October 1, 2017, the base hourly rate in effect at 11:59 p.m. on September 30, 2017, for all steps in the pay ranges for all bargaining unit classifications shall be increased by three percent (3%).

FISCAL YEAR 2018-2019

On October 1, 2018, the base hourly rate in effect at 11:59 p.m. on September 30, 2018, for all steps in the pay ranges for all bargaining unit classifications shall be increased by two percent (2%).

Section B. Special Pay Premiums.

1. Heights and Tunnels Premium

a. **Criteria.** Employees who are required to work on high structures in excess of forty (40) feet, requiring the use of scaffolding or safety harnesses, will receive an additional \$1.00 per hour for each hour worked, with a minimum of four (4) hours hazard pay per day.

Employees who are required to work in pressurized tunnels (new construction or reconstruction) shall receive an additional \$1.00 per hour for each hour worked, with a minimum of four (4) hours hazard pay per day.

b. **Limitations.** Work performed from safety buckets (aerial equipment) is not considered high structure work.

Work in caissons is not considered tunnel work.

c. The parties agree to establish a Committee of six (6) representatives from each side to review this area including performing duties in hazardous traffic areas and other hazardous work conditions. The Committee shall meet at least quarterly for the purpose of working to eliminate hazardous working conditions.

2. **Asbestos Abatement and Removal Premium.** Any Bargaining Unit member regardless of department who performs asbestos abatement or removal will receive \$1.00 per hour for each hour worked, with a minimum of two hours pay per day.

Section C. Group Insurances Enrollment.

New hires will be permitted to enroll in group insurance plans for which they are eligible during their first thirty-one (31) days of employment. Coverage under such plans is effective the first day of the bi-weekly pay period after enrollment.

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Insurance elections made during the annual open enrollment process are effective the first day of the first full pay period in October, unless otherwise indicated.

Employee premium share for health, dental and vision insurance shall be as specified in the charts appended to this Agreement. Employees hired on or after January 1, 2000, who are appointed to a position with a regular work schedule consisting of 40 hours or less per bi-weekly pay period shall pay 50% of the premium for health, dental and vision insurance. This shall not apply to an employee appointed to a permanent-intermittent position. Eligibility for enrollment shall be in accordance with current contractual provisions. Employees who have a regular work schedule of 40 hours or less per biweekly pay period who are temporarily placed on a regular work schedule of more than 40 hours per biweekly pay period for a period expected to last six months or more shall be considered as working a regular work schedule of more than 40 hours for the period of the temporary schedule adjustment.

Financial incentives for selection of certain lower cost plans or for opting out of coverage will continue to be offered. The incentive amount and payment schedule will be determined in conjunction with the annual rate setting process administered by the Civil Service Commission and the State Personnel Director.

Group insurance plan provisions shall be effective at the beginning of the first full pay period in October, unless otherwise specified.

Section D. Health Insurance.

The State agrees to continue to offer health plans that are compliant with the requirements of the Patient Protection and Affordable Care Act (PPACA) and its implementing regulations. No plan will be offered where the total aggregate cost when calculated in accordance with the Internal Revenue Service (IRS) regulations would exceed PPACA excise tax limits. Coverage details, including premium share, deductibles, co-pays and coinsurance and out-of-pocket maximum (OOPM) amounts and effective dates are described in Appendix M-2. Plans offered will include:

- The State Health Plan Preferred Provider Organization (SHP PPO)
- Health Maintenance Organization(s) (HMOs),
- A Catastrophic Health Plan

The aggregate cost for the SHP PPO and HMO's extending into 2020 must fall below the federal excise tax thresholds established by the IRS under PPACA. The aggregate cost which must be counted toward the applicable 2020 federal excise tax threshold will be calculated in accordance with IRS guidelines.

The Employer agrees to provide notice as soon as administratively feasible, but not later than July 15, 2019, of the SHP PPO rates and HMO rates for FY 20. If the aggregate cost for any one of the health insurance plans offered by the State for enrollment (the SHP PPO or any HMO's) extending into 2020 exceeds federal excise

tax thresholds established by the IRS, the parties agree that beginning with the Flexible Spending Account (FSA) enrollment for calendar year 2020, the medical spending account option will be reduced or eliminated to maintain aggregate cost below the applicable 2020 federal excise tax thresholds, unless prohibited by law, or if doing so would invalidate the plan in whole or in part resulting in additional costs to the employer and/or employees.

1. The SHP PPO shall include coverage for the following:

(a) Wellness and Preventive Coverage.

In-network Wellness and Preventive Coverage will continue to be provided as required by the PPACA and as outlined in Appendix M-2.

The SHP PPO will continue to offer voluntary care management services for high-risk, medically complex cases designed to work with the covered employee or enrolled dependent, provider and caregivers to ensure a clear understanding of the condition, prognosis and treatment options and help coordinate provider services.

(b) Prescription Drugs.

In order to promote the usage of generic prescription drugs to reduce costs while maintaining the quality of care, the Pharmacy Benefit Manager (PBM) will automatically substitute an approved generic drug for prescriptions written for multi-source brand name drugs, except for a list of narrow therapeutic index agents, e.g., Dilantin. In those instances when a physician prescribes a multi-source brand name drug and indicates on the prescription, "Dispense As Written" or DAW, the brand name drug will be dispensed and the enrollee will pay the applicable preferred or non-preferred brand name co-payment plus the difference in cost between the generic drug and the brand name drug. Brand name drugs are deemed to be non-preferred because of the availability of a generic equivalent or a therapeutically or chemically equivalent brand name drug. Maintenance drugs filled at a participating retail pharmacy will only be approved up to a 34-day supply.

The Employer shall continue to offer a mail order prescription drug option for maintenance drugs. At the employee's option, an employee may elect to purchase maintenance prescription drugs filled at up to a 90-day supply through the mail order option.

The employee co-pays for drugs at retail and through mail order are listed in Appendix M-2.

(c) Second Surgical Opinions.

An individual will be entitled to a second surgical opinion. If that opinion conflicts with the first opinion the individual will be entitled to a voluntary third surgical

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1 opinion. Second and third surgical opinions shall also be subject to applicable
2 copays and deductibles as provided in Appendix M-2.

3 **(d) Home Health Care.**

4 A program of home health care and home care services to reduce the length
5 of hospital stay and admissions shall be available at the employee's option.
6 The service must be prescribed by an attending physician who must certify
7 that the home health care services are being used instead of inpatient hospital
8 care, and that the patient is confined to the home due to illness. Services shall
9 be covered to the extent that they would have been covered if the individual
10 had remained or been confined in the hospital.

11 Home infusion therapy shall be covered as part of the home health care benefit
12 or covered by its separate components (e.g. durable medical equipment and
13 prescription drugs), however a patient shall not be required to be homebound.

14 **(e) Hospice Care.**

15 Hospice care shall be available to terminally ill enrollees. Services must be
16 provided by a participating hospice program, and written statements of
17 prognosis may be required. Covered hospice benefits include physical,
18 occupational and speech language therapy, Home Health Aid services,
19 medical supplies and nursing care. See Appendix M-2 for deductible and co-
20 pay amounts.

21 **(f) Birthing Centers.**

22 Birthing center care shall be available to employees at their option in lieu of
23 hospitalization. Birthing center care is covered under the delivery and nursery
24 care benefits set forth in Appendix M-2.

25 **(g) Hearing Care Program.**

26 The hearing care program will include audiometric exams, hearing aid
27 evaluation tests, hearing aids and fitting subject to the applicable office call fee
28 for the examination and shall be available once every thirty-six (36) months
29 unless significant hearing loss occurs earlier and is certified by a physician.
30 When medically appropriate, binaural hearing aids are a covered benefit. See
31 Appendix M-2.

32 **(h) Weight Reduction.**

33 Employees and covered dependents enrolled in the SHP PPO will be eligible
34 for a lifetime maximum reimbursement of \$300 for non-medical, weight
35 reduction if they meet the following conditions:

- 36 **(a)** The employee or covered dependent is obese as defined by being
37 more than one hundred (100) pounds overweight or more than fifty

percent (50%) over ideal weight and weight loss clinic attendance is prescribed by a licensed physician, or

- (b) The employee or covered dependent is more than fifty (50) pounds overweight or more than twenty-five percent (25%) over ideal weight, has a diagnosed disease for which excess weight is a complicating factor, and weight loss clinic attendance is prescribed by a licensed physician.

The \$300 amount will not apply to the SHP PPO deductibles.

(i) Durable Medical Equipment.

Durable medical equipment (DME) and prosthetic and orthotics appliances are covered benefits as outlined in Appendix M-2, Medically necessary orthopedic inserts prescribed by a licensed physician are included as a covered benefit.

(j) Dependent and Long Term Nursing Care.

The parties agree to work cooperatively to provide assistance in identifying and referring employees and dependents to appropriate custodial care facilities and to agencies for custodial care at home.

(k) Smoking Cessation

The SHP PPO shall include a smoking cessation program which shall include smoking cessation counseling.

(l) In-and-out-of-network process.

An employee may be eligible to receive a waiver to allow in-network coverage by out-of-network providers if in-network providers are not available within a standard distance below, or based on the type of services required.

Waivers will be available if the Third Party Administrator (TPA) determines access to network providers is not within the standard distance. The standards for the waiver are as follows:

Where there are not two (2) primary care physicians within fifteen (15) miles;

Where there are not two (2) specialists within twenty (20) miles;

Where there is not one (1) hospital within twenty-five (25) miles.

Failure to seek services from a PPO provider will result in a Plan member being treated as out-of-network unless the covered member was seeking services as the result of an emergency. If there is not adequate access to a PPO provider, exceptions will be handled on a per case basis. A member is considered to have access to the network based on the type of services required, except as provided above.

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1 If a member does not have access to the network, the member will be treated
2 as in-network for all benefits. The member will be responsible for the applicable
3 in-network deductibles, co-payments and coinsurance.

4 If a member does not have access to the network but then additional providers
5 join the network so that the member would now be considered in-network, the
6 member will be notified and given a reasonable amount of time in which to seek
7 care from an in-network provider. Care received from a non-network provider
8 after that grace period will be considered out-of-network and the out-of-network
9 deductibles, co-payments, coinsurance and out-of-pocket maximums will
10 apply. If a member is undergoing a course of treatment at the time he or she
11 becomes in-network, the in-network rules will continue for that course of
12 treatment only pursuant to the PPO Standard Transition Policy. Once the
13 course of treatment has been finished, the member must use an in-network
14 provider or be governed by the out-of-network rules.

15 **(m) Subrogation.**

16 In the event that a Plan member receives services that are paid by the SHP
17 PPO, or is eligible to receive future services under the SHP PPO, the SHP PPO
18 shall be subrogated to the participant's rights of recovery against and is entitled
19 to receive all sums recovered from, any third party who is or may be liable to
20 the participant, whether by suit, settlement, or otherwise, to the extent of
21 recovery for health related expenses. A participant shall take such action,
22 furnish such information and assistance, and execute such documents as the
23 SHP may request to facilitate enforcement of the rights of the SHP and shall
24 take no action prejudicing the rights and interests of the SHP.

(n) Telemedicine

An optional telemedicine program will be available for health and mental health services, subject to applicable office visit copays and deductibles. See Appendix M-2.

(o) Labor Management Healthcare Committee

The parties agree to continue the Labor-Management Committee established to review the procedures, communication materials which will be provided to employees, and benefit booklets prior to their distribution. The Committee shall have the responsibility of reviewing and monitoring the progress of the actual implementation of the procedures, however, any changes in the specific provisions as described herein shall be subject to negotiations. Each exclusively recognized employee organization shall be entitled to designate one (1) representative to participate in the Labor-Management Committee. The management representatives to the Committee shall be selected by the Employer. A joint Labor-Management Committee will also meet to discuss group insurance premiums for employees working less than full-time. Any proposed agreement shall be subject to review and approval, rejection, or modification by the Civil Service Commission.

2. Health Maintenance Organization (HMO).

As an alternative to the State Health Plan, enrollment in HMOs may be offered to those employees residing in areas where qualified licensed HMOs are in operation. HMO Coverage information is provided in Appendix M-2.

Section E. Dental Expense Plan.

(a) The State agrees to continue to offer dental plans. Coverage details, including premium share, co-pays, annual maximum and separate lifetime orthodontic maximum and effective dates are described in Appendix M-3. Plans offered will include:

- The State Dental Plan Preferred Provider Organization
- A Dental Maintenance Organization (One or more Dental Maintenance Organization(s) shall be explored)
- A Preventive Dental Plan

(b) Covered Dental Expenses: The Dental Expense Plan will pay for incurred claims for employee and/or enrolled dependents at the applicable percentage of either the actual fee or the usual, customary and reasonable fee, whichever is lower, for the dental benefits covered under the Dental Expense Plan.

Coverage for the following services under each plan is listed in Appendix M-3.

(1) Diagnostic Services:

Oral examinations and consultations twice in a fiscal year.

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- (2) Preventive Services:**
Prophylaxis - teeth cleaning three (3) times in a fiscal year, four (4) times when medically necessary;
Topical application of fluoride for children up to age 19, twice in a fiscal year;
Space maintainers for children up to age 14.
Oral exfoliate cytology (brush biopsy) will be covered when warranted from a visual and tactile examination.
- (3) Radiographs:**
Bite-wing x-rays once in a fiscal year, unless special need is shown;
Full mouth x-rays once in a five (5) year period, unless special need is shown.
- (4) Minor Restorative Services (fillings):**
Amalgam, silicate, acrylic, porcelain, plastic and composite restorations;
Gold inlay and outlay restorations.
- (5) Major Restorative Services:**
Onlays and crowns when the teeth cannot be restored with another filling material.
- (6) Oral Surgery:**
Extractions, including those provided in conjunction with orthodontic services;
Cutting procedures; Treatment of fractures and dislocations of the jaw.
- (7) Endodontic Services: Root canal therapy;**
Pulpotomy and pulpectomy services for partial and complete removal of the pulp of the tooth;
Periapical services to treat the root of the tooth.
- (8) Periodontic Services:**
Periodontal surgery to remove diseased gum tissue surrounding the tooth;
Adjunctive periodontal services, including provisional splinting to stabilize teeth, occlusal adjustments to correct the biting surface of a tooth and periodontal scaling to remove tartar from the root of the tooth;
Treatment of gingivitis and periodontitis-diseases of the gums and gum tissue.
- (9) Bonding:**
The dental plan covers cosmetic bonding for the eight (8) front teeth of children between the ages of 8-19 years of age. Cosmetic bonding is a covered benefit when it is required because of severe tetracycline staining, severe fluorosis, hereditary opalescent dentin, or amelogenesis imperfecta.

(10) Prosthodontic Services:

Repair or rebasing of an existing full or partial denture;
 Initial installation of fixed bridgework;
 Implants;
 Initial installation of partial or full removable dentures (including adjustments for six [6] months following installation);
 Construction and replacement of dentures and bridges (replacement of existing dentures or bridges is payable when five [5] years or more have elapsed since the date of the initial installation).

(11) Sealants:

Coverage for sealants on permanent molars that are free of any restorations or decay. Sealant treatment is payable on a per tooth basis. Dependents up to age 14 are eligible for the sealant application. The benefit is payable for only one application per tooth within a three (3) year period.

(12) Orthodontic Services:

Minor treatment for tooth guidance;
 Minor treatment to control harmful habits;
 Interceptive orthodontic treatment;
 Comprehensive orthodontic treatment;
 Treatment of an atypical or extended skeletal case;
 Post-treatment stabilization; Separate lifetime maximum of \$1,500 per each enrollee; Orthodontic services for dependents up to age 19; for enrolled employee and spouse, no maximum age. Orthodontic coverage shall be extended to each dependent up to age 25 if the dependent is a full-time student at an accredited institution.

(d) Dental At-Point-of-Service PPO

Employees and dependents enrolled in the State Dental Plan may access the improved benefit levels specified in Appendix M-3 by utilizing dental care providers that are members of the Point-of-Service PPO.

Section F. Vision Care Insurance.

(a) The State agrees to continue to offer a vision plan. Coverage details for participating and non-participating providers, are described in Appendix M-4. Except for employees appointed to a position with a regular work schedule consisting of 40 hours or less per bi-weekly pay period as provided above, the Employer shall pay one hundred percent (100%) of the applicable premium for employees covered by this Agreement for the Group Vision Plan.

(b) Benefits payable for participating providers under the Plan will be as follows:

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1 **(1) Examination:** Payable once in any twelve (12) month period with an
2 employee copayment identified in Appendix M-4.

3
4 **(2) Suitability Exam:** A contact lens suitability exam determines whether you
5 can wear contact lenses. The fee for this exam is included in the
6 allowance for the contact lenses.

7
8 **(3) Replacement Frequency:** The Plan will cover eyeglass lenses, frames or
9 contact lenses once every twelve (12) months if there is a prescription
10 change.

11
12 **(4) Eyeglass Lenses:** Lenses are payable once every 24 months with an
13 employee co-payment identified in Appendix M-4 for eyeglass lenses and
14 frames. The standard lens size definition is 60 millimeters in diameter. If a
15 larger lens is selected, the employee must pay for the additional expense
16 attributable to lens size greater than 60 millimeters in diameter.

17
18 **(5) Special Lenses:** The Plan will cover slab off prism and prism lenses with
19 no additional charge to the employee. Lenticular lenses are payable as
20 defined in item 3 above.

21 22 **(6) Contact Lenses**

23
24 **Medically Necessary:** The Plan will cover medically necessary contact
25 lenses once every twelve (12) months with an employee co-payment
26 identified in Appendix M-4. Medically necessary means (a) must correct
27 the member's acuity to 20/70 or better in the better eye or (b) the member
28 has one of the following visual conditions: keratoconus, irregular
29 astigmatism, or irregular corneal curvature.

30
31 **Not Medically Necessary:** The Plan will pay a maximum allowance
32 identified in Appendix M-4 and the employee shall pay any additional
33 charge of the provider for such contact lenses. The contact lens evaluation
34 is included in the cost of the contact lens allowance. The copayment
35 provision under (3) is not required.

36
37 **(7) Frames:** The maximum frame allowance is identified in Appendix M-4
38 and the employee shall pay any additional charge from the provider for the
39 frames.

40
41 **(8) Lens Options:** The Plan will cover Rose Tint 1 and Rose Tint 2 or
42 Photochromatic tint at no additional charge to the employee

43
44 **(c)** Plan payments for out of network providers are identified in Appendix M-4.

(d) Computer Glasses: Employees who are required to use computers and other digital devices or microfiche readers on a full-time basis shall be eligible for reimbursement for an initial Vision Testing Examination at rates provided herein on regardless of when they were last examined, or on an annual basis in conjunction with a routine eye exam.

Such employees who require prescription corrective lenses which are different than those normally used, are eligible for an additional pair of glasses at the benefit level described in Appendix M-4. These lenses and frames are in addition to those provided under the Vision Care Insurance. An employee obtaining glasses for working who does not otherwise wear glasses would not be covered by this provision.

(e) Safety Glasses: Employees who are required to use safety glasses on a full-time basis, as determined by the departmental employer, and who use prescription eyeglasses shall be eligible for a pair of prescription safety glasses at the benefit level described in Appendix M-4. These lenses and frames are in addition to those provided under the Vision Care Insurance.

Section G. Long Term Disability Insurance.

1. The Employer shall continue the current long term disability (LTD) insurance plan coverage except as provided in G(5) below.
2. Part-time and Permanent-intermittent (P.I.) employees who work 40% or more of full-time will be eligible for LTD benefits.

Premiums for eligible less-than-full-time employees shall be determined in accordance with the current LTD premium schedule for full time employees. The benefit level for employees who actually utilize the LTD benefit shall be based on the employee's average biweekly hours worked the preceding fiscal year, but the dollar amount of the benefit shall be calculated on the basis of the employee's current hourly rate (the hourly rate in effect at the time the employee actually goes on disability leave).

3. The cost of premiums of such Plan shall be shared by the Employer and the employee in accordance with current practice.
4. The Employer shall provide a rider to the existing LTD insurance. All employees who are covered by LTD insurance shall automatically be covered by this rider as well. The rider shall provide insurance which will pay directly to the carrier the full amount (100%) of health insurance (or HMO) premiums while such employee is on LTD insurance for a maximum of six (6) months for each covered employee. The Employer agrees to pay the cost of such rider. If not prohibited by the IRS, an employee whose LTD rider has expired may transfer immediately to a State-employee spouse's health plan.
5. The monthly benefit level maximum is \$5,000.00.

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6. The eligibility period for Plan II claimants who remain totally disabled shall be reduced from age 70 to age 65, or for a period of 12 months, whichever is greater.
7. The benefit period for “mental/nervous” claims shall be limited to 24 months from the beginning of the time a claimant is eligible to receive benefits. This limitation does not apply to mental health claims where the claimant is under in-patient care.
8. The waiting period for receipt of LTD benefits shall be 14 calendar days or the exhaustion of sick leave credits.
9. An employee may “freeze” any sick leave accrued during the period when he/she is using up sick leave because of the disability which leads directly to receiving LTD benefits.

Section H. Life Insurance.

- a. Employee Life:** The Employer shall provide a State-sponsored group life insurance plan which has a death benefit equal to two (2) times annual salary rounded up to the nearest \$1,000, with a minimum \$10,000 benefit. The Employer shall pay one hundred percent (100%) of the premium for this benefit. Less than full-time employees who are eligible for enrollment in the Plan in accordance with Appendix C shall have their benefit level determined as if they were working full-time in a full-time position.
- b. Dependent Life:** An employee may enroll legal spouse and/or eligible children in a dependent life insurance plan. Dependent children must be unmarried and between the ages of 14 days and 23 years. The age ceiling under the optional life insurance plan shall not apply to dependents who are documented as being incapacitated by a physical or mental impairment, provided coverage does not terminate for any other reason.
 - (1) Employee pays one hundred percent (100%) of premium for optional dependent coverage via payroll deduction.
 - (2) Employee may choose between five (5) levels of dependent coverage:
 - (a) Level one insures spouse for \$1,500 and children from age 15 days to 23 years for \$1,000.
 - (b) Level two insures spouse for \$5,000 and children from age 15 days to 23 years for \$2,500.
 - (c) Level three insures spouse for \$10,000 and children from age 15 days to 23 years for \$5,000.
 - (d) Level four insures spouse for \$25,000 and children from age 15 days to 23 years for \$10,000.
 - (e) Level five insures children only from age 15 days to 23 years for \$10,000.

(f) Level six insures spouse for \$50,000 and children from age 15 days to 23 years for \$15,000.

(g) Level seven insures children from age 15 days to 23 years for \$15,000.I. Accidental Death Insurance.

I. Accidental Death Insurance.

The State shall provide a State-sponsored Accidental Death Insurance Plan which has a benefit of \$150,000 in case of an employee's accidental death in line of duty.

Section J. Continuation of Group Insurances.

a. Upon Layoff.

(1) Employees who are laid off, at the time of layoff, may elect to continue enrollment in the SHP PPO (or alternative plan) and life insurance plan by paying the full amount (100%) of the premium. Such enrollment may continue until the employee is recalled or for a period of three (3) years, whichever occurs first. Such employees may also elect to continue enrollment in the Group Dental (or alternative plan) and/or Group Vision Plans by paying the full amount (100%) of the premium. Such enrollment may continue until the employee is recalled or for a period of eighteen (18) months, whichever occurs first. In accordance with Paragraph (2) of this Section, the Employer shall pay the Employer's share of such premiums for two (2) pay periods for employees selecting these options.

(2) Employees laid off as a result of a reduction in force may elect to pre-pay their share of premiums, if any, for the SHP PPO (or alternative plan), Group Dental Plan (or alternative plan), Group Vision Plan, and life insurance for two (2) additional pay periods after layoff by having such premiums deducted from their last pay check. The Employer shall pay the Employer's share of premiums for the SHP PPO (or alternative plan), Group Dental Plan (or alternative plan), Group Vision Plan, and life insurance for two (2) pay periods for employees selecting this option. Coverage for the State Health Plan (or alternative plan), Group Dental Plan (or alternative plan), Group Vision Plan, and life insurance shall thereafter continue for these two (2) pay periods. Election of this option shall not affect the laid off employee's eligibility for continued coverage as outlined in Paragraph (1) of this Section.

b. Upon Leave.

Employees who are granted a leave of absence may elect to continue enrollment in the SHP PPO (or alternative plan) at the time the leave begins. Except as may be otherwise provided in the Federal Family and Medical Leave Act, for continuation of health plan benefits, such employees shall be eligible for continued enrollment during the leave of absence by paying the full amount (100%) of the premium. Such employees may also elect, at the

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time the leave begins, to continue enrollment in the life insurance plan for up to twelve (12) months by paying the full amount (100%) of the premium. Such employees may likewise elect to continue enrollment in the Group Dental Plan (or alternative plan) and/or Group Vision Plan for up to eighteen (18) months by paying the full amount (100%) of the premium.

c. Upon Death.

Health Plan coverage for enrolled dependents will cease the 30th day after a Bargaining Unit member's death unless the covered Bargaining Unit member is eligible for an immediate pension benefit from the State Employees' Retirement System, or unless the dependents elect continued plan coverage in accordance with provisions of the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA).

c. Continuation of Life Insurance Coverage in the Event of Total Disability.

Upon presentation of satisfactory evidence of total disability to Civil Service, which is defined as receiving benefits from one of the following:

- (1) The State's Long Term Disability Plan,
- (2) Social Security Disability coverage,
- (3) Workers' Compensation Insurance, or
- (4) The State's Duty or Nonduty Disability Retirement Plan,

The employee shall receive life insurance coverage fully paid by the Employer for as long as the employee is totally disabled. All premium payments made by the employee prior to establishing Total Disability shall be reimbursed to the employee. The benefit level is the amount in force on the day the employee becomes totally disabled; however, if the employee is totally disabled on his/her 65th birthday, the employee shall be considered retired and the life insurance coverage shall be the same as if the employee had retired.

Section K. Group Insurance Enrollment Upon Limited Term Recall.

All employees covered by this Agreement who accept limited term recall into positions in these Bargaining Units are eligible for enrollment in all group insurance plans in which they were enrolled at the time of layoff. Coverages in such plans shall be the same as the coverage at the time of layoff. Eligibility for other benefits shall be in accordance with Appendix C of the Master Agreement. Such employees shall not be considered as temporary (less than 720 hours) employees.

1

2 **Section L. Voluntary Benefits**

3 Employees in these Bargaining Units shall be eligible to enroll in a Voluntary Benefits
 4 plan established by the Employer. The entire cost of any premiums shall be paid by
 5 the employee through payroll deduction or by direct bill as permitted by the specific
 6 plan. Benefits offered may include home and auto insurance, voluntary group term
 7 life insurance, universal life insurance, and a pre-paid legal plan. Plan offerings will
 8 be announced through an annual open enrollment process, and in the event any
 9 optional coverage plan is cancelled or withdrawn, employees enrolled in the plan will
 10 be sent written notice at least 30 calendar days in advance of the coverage end date.

11

12 **Section M. Shift Premium Payment.**

13 1. Employees in MSEA Bargaining Units in classes at the levels indicated below are
 14 eligible for shift premium of 5% above straight time rates, rounded to the nearest
 15 cent:

16 <u>Bargaining Units</u>	<u>Skill Levels</u>
17 Position Comparison System	1 – 12
18 Labor and Trades	5 – 11
19 Safety and Regulatory	6 – 13

20 2. Shift premium shall be paid to eligible employees for each shift where fifty percent
 21 (50%) or more of their regularly scheduled shift falls between the hours of 4:00
 22 p.m. and 5:00 a.m.

23 3. Shift premium shall be included as part of the regular rate for computation of the
 24 premium for overtime hours worked by eligible employees working regularly
 25 scheduled afternoon and night shifts.

26 4. Shift premium shall not be paid for holidays or leave time used.

27 5. The value of shift premium shall not be included in determining the value of fringe
 28 benefits which are based on pay rate; all fringe benefits will be based on the
 29 straight time pay rates.

30 6. Work requiring reassignment of employees from day shifts to afternoon or night
 31 shifts shall be paid shift premium as in the case of regularly assigned afternoon
 32 and night shifts.

33 7. When an employee takes the place of an absent worker the employee must be
 34 paid shift differential in addition to overtime unless both employees are not eligible
 35 for shift differential.

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Section N. Hazard Pay.

1. Classes responsible for custody and supervision of inmates in addition to regular duties (formerly designated "P" rate classes) shall receive \$.40 per hour above regular rates.
2. Eligibility for "P" rate shall be as follows:
 - a. Is responsible on a regular and recurring basis for the custody or supervision of residents under the jurisdiction of the Department of Corrections, Bureau of Correctional Facilities;
 - b. Is assigned to a position within the security perimeter of an institution within the Bureau of Correctional facilities;
 - c. Is assigned to a work station within a Department of Corrections, Bureau of Correctional Facilities institution which involves regular and recurring contact (25% or more of work time) with the Department of Corrections residents. Any disputes arising under this paragraph shall be resolved by the Michigan State Employees Association and the Office of State Employer;
 - d. Works in a "covered position" within the meaning of P.A. 351 of 1988, as may be amended;
 - e. Is assigned to replace an employee receiving hazard pay within a security perimeter for the period of such replacement, provided s/he replaces the employee for a minimum of a seven (7) hour work day and any consecutive scheduled work. The Employer agrees that it shall not reassign employees for the purpose of avoiding the payment of hazard pay under this sub-paragraph.
3. Positions in departments other than Department of Corrections must supervise residents assigned from Department of Corrections, Bureau of Correctional facilities.
4. Incidental contact such as passing by a resident porter does not qualify a position for hazard pay.
5. In addition, those positions eligible for "P" rate which are:
 - a. Assigned to close, maximum and administrative segregation work units within the security perimeter of a Department of Corrections, Bureau of Correctional Facilities institution which is designated by the Michigan Corrections Commission as having 1) a close, maximum or administrative segregation overall rating, or 2) a close or medium overall rating which would contain an administrative segregation unit; and
 - b. Occupied by a Bargaining Unit employee having two (2) years (4,176 hours) or more of continuous service in the Bargaining Unit; shall receive an additional ten cents (\$.10) per hour [for a total of fifty cents (\$.50) per hour].

Section O. Personal Leave Days.

Permanent full-time non-probationary employees shall receive two (2) personal leave days (16 hours) to be used in accordance with normal requirements for annual leave usage. Such leave shall be granted to less-than-full-time, non-probationary permanent employees on a pro-rata basis in accordance with current practice regarding holidays. Such leave grant shall be extended to employees returning from leave of absence on their return. Such leave time shall be granted to persons entering the Bargaining Units (for example, recall from layoff) on a pro-rata basis. However, no employee shall be entitled to more than one grant of personal leave in each fiscal year. Such leave shall be credited to the employee's annual leave balances on each October 1.

When an employee has submitted a written request to utilize a personal leave day at least ninety-six hours prior to the beginning of the pay period and when such request has been denied, the employee may present a grievance to the Step One Representative with a request to expedite the grievance. If not expedited to the satisfaction of the Union, the Union may verbally contact the Step Two Representative, explain the situation, and request an expedited answer. At each step, every effort will be made to answer the grievance prior to the date the personal leave is to be taken.

Section P. Longevity.

1. Eligibility

- a. Career employees who separate from State service and return and complete five years (10,400 hours) of full-time continuous service prior to October 1st of any year shall have placed to their credit all previous State classified service earned.
- b. To be eligible for a full annual longevity payment after the initial payment, a career employee must have completed continuous full-time classified service equal to the service required for original eligibility, plus a minimum of one additional year (2080 hours).
- c. Career employees rendering seasonal, intermittent or other part-time classified service shall, after establishing original eligibility, be entitled to subsequent annual payments on a pro-rata basis for the number of hours in pay status during the longevity year.

2. Payments – Payment shall be made in accordance with the table of longevity values (See Appendix J) based on length of service as of October 1.

- a. No active employee shall receive more than the amount scheduled for one annual longevity payment during any twelve month period except in the event of retirement or death.
- b. **Initial Payments** – Employees qualify for their initial payment by completing an aggregate of five years (10,400 hours) of continuous service prior to October 1. The initial payment shall always be a full payment (no proration).

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1 c. **Annual Payments**

2 1. Employees qualify for full annual payment by completing 2,080 hours of
3 continuous service during the longevity year.

4 2. Employees who are in pay status less than 2,080 hours shall receive a pro-
5 rata annual payment based on the number of hours in pay status during the
6 longevity year.

7 d. Payments to employees who become eligible on October 1 of any year shall
8 be made on the pay date following the first full pay period in October; except
9 that pro-rata payments in case of retirement or death shall be made as soon as
10 practicable thereafter.

11 e. **Lost Time Considerations**

12 1. Lost time is not creditable continuous service nor does it count in qualifying
13 for an initial or an annual payment.

14 2. Employees do not earn State service credit in excess of 80 hours in a
15 biweekly pay period. Paid overtime does not offset lost time, except where
16 both occur in the same pay period.

17 f. **Payment to Employees on Leave of Absence Without Pay and Layoff on** 18 **October 1**

19 1. An employee on other than a waived rights leave of absence, who was in
20 pay status less than 2,080 hours during the longevity year, will receive a
21 pro-rata annual payment based on the number of hours in pay status during
22 the longevity year; such payment shall be made on the pay date following
23 the first full pay period in October.

24 2. An employee on a waived rights leave of absence will receive a pro-rata
25 longevity payment upon returning from leave.

26 g. **Payment At Retirement Or Death** – An employee with 10,400 hours of
27 currently continuous service, who separates by reason of retirement or death
28 shall qualify and receive both a terminal and a supplemental payment as
29 follows:

30 1. A terminal payment, which shall be either:

31 a. A full initial longevity payment based upon the total years of both current
32 and prior service, if the employee has not yet received an initial longevity
33 payment; or,

34 b. A pro-rata payment for time worked from the preceding October 1 to the
35 date of separation, if previously qualified. The pro-rata payment is based
36 on hours in pay status since October 1 of the current fiscal year.

1 2. A supplemental payment for all time previously not counted in determining
2 the amount of prior longevity payments, if any.

3 3. **Longevity Overtime** Upon conversion, the regular rate add-on for longevity
4 will be calculated and paid retroactively for overtime worked in the previous
5 fiscal year. This amount will be included in the longevity payment.

6 **Section Q. Holidays.**

7 1. The following are designated holidays:

8 New Year's Day	Veteran's Day
9 Martin Luther King Day	Thanksgiving Day
10 President's Day	Thanksgiving Friday
11 Memorial Day	Christmas Eve Day
12 Independence Day	Christmas Day
13 Labor Day	New Year's Eve Day
14 General Election Day (In Even Numbered Years)	

15 2. Eligibility and compensation for holidays shall continue in accordance with current
16 practice. (See Appendix C.)

17 3. At the discretion of the Appointing Authority and with the approval of their
18 immediate supervisor, employees may elect to work Veteran's Day and take an
19 alternate day off in the same pay period in which the holiday occurs. In the event
20 such approval is denied, employees shall not have the right to file grievances
21 related thereto.

22 **Section R. Severance Pay.**

23 In recognition of the fact that the deinstitutionalization of the Department of Health and
24 Human Services hospitals and centers, resident population has resulted and will
25 continue to result in the layoff of a large number of State employees, and in recognition
26 of the fact that such layoffs are likely to result in the permanent termination of the
27 employment relationship, the parties hereby agree to the establishment of severance
28 pay for certain employees.

29 1. **Definitions.**

30 a. **Layoff** – For purposes of this Section, layoff is defined as the termination of
31 active State employment solely as a direct result of a reduction in force. Other
32 separations from active State employment such as leaves of absence,
33 resignation, suspension or dismissal shall not be considered a layoff under the
34 terms of this Section.

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1 **b. Week's Pay** – Week's pay is defined as an employee's gross pay for forty (40)
2 hours of work at straight time excluding such things as shift differential and "P"
3 rate at the time of layoff.

4 **c. Year of Service** – Year of service is defined as 2088 hours recorded in the
5 PPS Continuous Service Hours Counter (see schedule below).

6 2. **Eligibility**. The provisions of this Section shall apply only to Department of Health
7 and Human Services hospitals and centers, agency-based employees with more
8 than one year of service who have been laid off because of a reduction in the
9 resident population in State institutions. Further, the following employees shall not
10 be eligible to receive severance pay:

11 a. Employees who are in less than satisfactory employment status.

12 b. Employees with a temporary or limited term appointment having a definite
13 termination date.

14 3. **Time and Method of Payment**. After an employee has been laid off for six (6)
15 months in accordance with the provisions of this Section, he/she shall be notified
16 by the Agency in writing that he/she has the option of remaining on the recall list(s)
17 or of accepting a lump sum severance payment and thereby forfeiting all recall
18 rights. The employee must notify the Agency in writing of his/her decision either to
19 accept the severance payment or to retain recall rights. An employee who does
20 not notify the Agency in writing of his/her decision shall be deemed to have elected
21 to retain recall rights.

22 If the employee chooses to remain on recall and rejects the payment, the employee
23 has the option at any time within the next six (6) months of accepting the lump sum
24 severance payment and thereby forfeiting all recall rights. An employee who
25 reaches such decision during the second six (6) month period shall notify the
26 Agency in writing of his/her decision.

27 An employee who has been laid off for twelve (12) months shall be notified by the
28 Agency in writing that he/she must choose either to accept the lump sum
29 severance payment or to reject such payment. By rejecting such payment, the
30 employee shall retain recall rights in conformance with the provisions of this
31 Agreement and shall have no further opportunity to receive severance payment.
32 The employee must notify the Agency in writing of his/her decision within fourteen
33 (14) calendar days of receipt of the Agency's notification. An employee who does
34 not notify the Agency in writing of his/her decision to accept the severance
35 payment shall be deemed to have permanently rejected such payment and to have
36 retained recall rights in accordance with Article 12. If an employee elects to accept
37 the lump sum payment, the employee's name shall be removed from all recall lists
38 and such payment shall be made by the Agency within sixty (60) calendar days of
39 receipt of the employee's decision.

1 4. **Disqualification.** An employee laid off as defined in this Section who has not
2 elected in writing to accept severance payment shall be disqualified from receiving
3 such payment under the following conditions:

4 a. If the employee is deceased.

5 b. (1) If the employee is hired for any position within the State classified
6 service:

7 • If such employment requires a probationary period, upon successful
8 completion of such period.

9 • If no probationary period is required, upon date of hire.

10 • If a probationary period is required and the employee does not successfully
11 complete such required probationary period and is therefore separated,
12 such time of employment shall be bridged for purposes of the time limits in
13 Sub-section R-3. Above.

14 b. (2) If the employee is hired for any position outside of the State Classified
15 Civil Service and the initial base hourly rate for that new employment is 75
16 percent or more of the employee's final base hourly rate of the Bargaining Unit
17 position from which she/he was laid off.

18 c. An employee who refuses recall to or new State employment hiring within a
19 thirty (30) mile radius in the tri-county area of Wayne, Oakland, and Macomb
20 or fifty (50) mile radius outstate of the Agency from which he/she was laid off.
21 The same radius shall apply to an employee who refuses a position with any
22 other department of the State.

23 d. An employee permanently recalled to another job in State government.
24

25 5. **Effect of Recall.**

26 a. An employee temporarily recalled for sixty (60) calendar days or less shall have
27 such time bridged for purposes of counting the time in accordance with Sub-
28 section R-3. Above.

29 b. An employee permanently [more than sixty (60) calendar days] recalled to a
30 position in this Bargaining Unit and subsequently laid off shall have the same
31 rights as if he/she were laid off for the first time. The time limits listed in Sub-
32 section R-3. Above shall be applied from the date of the most recent layoff.

33 6. **Effect of Hiring.** If an employee has accepted severance payment and is hired in
34 the State classified service or into a State-funded position caring for residents
35 within two (2) years of the acceptance of severance payment, such employee shall
36 repay to the State the full net (gross less employee's FICA and income taxes)
37 amount of the severance payment received. Such repayment shall not be required
38 until after the employee has successfully completed a required probationary

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1 period. Once such employee has successfully completed the required
2 probationary period, that employee shall have a one (1) year period to make the
3 repayment to the Agency from which the severance payment was received. The
4 details of the method and time schedule for such repayment shall be discussed
5 between the employee and the Agency and reduced to writing and signed by the
6 employee and the Appointing Authority or designee of the Agency. In cases of
7 unusual hardship and by mutual consent the one-year period may be extended.

- 8 7. **Payment.** An employee who elects in writing to receive severance pay shall
9 receive an explanation of the terms of such severance pay. The Office of the State
10 Employer shall develop a form which explains to such employee all the conditions
11 attendant to acceptance of severance pay.

12 The employee and Appointing Authority or designee shall sign this form and the
13 signatures shall be witnessed. No employee is entitled to receive severance pay
14 until and unless he/she has signed the above mentioned form. The employee shall
15 receive a carbon copy of the signed form.

16 The Employer shall deduct from the amount of any severance payment any
17 amount required to be withheld by reason of law or regulation for payment of taxes
18 to any federal, state, county or municipal government. Eligible employees as
19 indicated in Subsections R1-R6 above shall receive severance payment according
20 to the following schedule:

- 21 a. Employees who have from one (1) through five (5) years of service: One week's
22 pay for every full completed year of service, years 1-5;
- 23 b. Employees who have more than six (6) full years of service: Two week's pay
24 for every full completed year of service, years 6-10;
- 25 c. Employees who have more than eleven (11) full years of service: Three week's
26 pay for every full completed year of service from year 11 on. For amounts, see
27 following schedule.

28 Employees who work less than full-time (80 hours per pay period) shall be eligible
29 in accordance with Subsections R1-R6 above, to receive a proportional severance
30 payment in accordance with the following formula:

31 The Agency shall calculate the average number of hours such employee worked
32 for the calendar year preceding such employee's layoff. This number shall then be
33 used to determine the proportion of such employee's time in relation to full-time
34 employment. This proportion shall then be applied to the above payment schedule
35 for purposes of payment. (See following example.)

36 However, no employee shall be entitled to receive more than fifty-two (52) weeks
37 of severance pay.

- 38 8. **Effect on Retirement.** The acceptance or rejection of severance pay shall have
39 no effect on vested pension rights under the Retirement Act. The parties agree
40 that the severance payment shall not be included in the computation of

compensation for the purpose of calculating retirement benefits and will seek and support statutory change if such legislation is necessary to so provide.

9. **Effective Date.** The provisions of this Section shall apply to employees in the Labor and Trades Unit in the Department of Health and Human Services hospitals and centers, laid off on or after October 1, 1983.

SEVERANCE PAY SCHEDULE

<u>Hours</u>	<u>Years</u>	<u>Week's Pay</u>
2088 – 4176	1	1
4177 – 6264	2	2
6265 – 8352	3	3
8353 – 10440	4	4
10441 – 12528	5	5
12529 – 14616	6	7
14617 – 16704	7	9
16705 – 18792	8	11
18793 – 20880	9	13
20881 – 22968	10	15
22969 – 25056	11	18
25057 – 27144	12	21
27145 – 29232	13	24
29233 – 31320	14	27
31321 – 33408	15	30
33409 – 35496	16	33
35497 – 37584	17	36
37585 – 39672	18	39
39673 – 41760	19	42
41761 – 43848	20	45
43849 – 45936	21	48
45937 – 48024	22	51
48025 – 50112	23	52
50113 – 52200	24	52
52201 – 54288	25	52
Etc.		

EXAMPLE OF SEVERANCE PAY FOR LESS THAN FULL-TIME EMPLOYEE

Average number of hours worked in previous calendar year: 1980

Full-time employee hours: 2088

$$\text{Proportion (or percentage)} \quad \frac{1980}{2088} = 94.8\%$$

.948 x \$S.P. = \$Gross Amount to be paid

S.P. = Severance Payment from schedule

ARTICLE 43

The employee agrees that employees who are indefinitely laid off shall be eligible for severance payments in accordance with the provisions of this Section during the life of this Agreement, up to the maximum total of \$2.5 million. The provisions of the subsection will not apply to Department of Health and Human Services hospitals and centers, employees entitled to severance pay under this section.

Section S. Deferred Compensation.

Employees who are laid off from State employment and who have been enrolled in the State's Deferred Compensation Program shall be provided with a written explanation of their options regarding their contributions made to the Plan. Such written explanation shall fully outline and be only limited by governing IRS Regulation 457 and the State's IRS approved Deferred Compensation Plan.

Section T. Reimbursement Rates – Travel.

Employees shall be entitled to travel reimbursement at the rates and in accordance with the Standardized Travel Regulations and the Department of Technology, Management and Budget Administrative Guide which are in effect on the date(s) of travel, except that meal receipts will not be required.

Section U. A Qualified 401(k) Tax-Sheltered Plan.

The qualified 401(k) Tax-Sheltered Plan currently in effect shall be continued for employees in these Bargaining Units.

Section V. Flexible Compensation Plan.

The Employer shall maintain the current flexible compensation plan for employees in these Bargaining Units. The Employer's share of the cost of parking in State owned lots, health, vision, and dental insurance coverage is deducted from gross pay rather than take home (after-tax) pay. This reduces the amount of state and federal taxes withheld. The gross pay before all the deductions is still used for the computation of retirement, life insurance, and long term disability benefits. The employee automatically makes the election for flexible compensation by enrolling in the health, vision, or dental plans. The premiums for long term disability (LTD) is not deducted before taxes because it would make the LTD benefits entirely taxable instead of being partially tax free as they are now. Effective 1/1/87, federal FICA taxes will also not be deducted from the amount employees pay for health, vision, and dental insurance.

Effective October 1, 1989, employees in these Bargaining Units will be eligible to participate in the State of Michigan dependent care and medical spending accounts authorized in accordance with Section 125 of the Internal Revenue Service Code except as provided in the 2015 Letter of Understanding titled "Federal Excise Tax Implications".

Section W. Safety Shoes.

The allowance paid by the Employer for the purchase of any required safety shoes in accordance with the provisions of Article 22, Section E, shall be the actual cost of such

shoes up to a maximum reimbursement of \$100. In the alternative, an employee may elect to be reimbursed the actual cost of required safety shoes once in a two-year period, up to a maximum of \$200.00. The applicable period shall be measured from the date of the most recent request for reimbursement.

When an employee presents medical evidence of the need for an orthopedic safety shoe the Employer shall reimburse the actual cost of the orthopedic safety shoe not otherwise covered by the health insurance.

Section X. Conservation Officer Per Diem.

Conservation Officers-E, -SR-A and SPL-SS shall receive a \$3.00 per diem for emergency response. This shall be paid quarterly in January, April, July, and October. The parties may agree to a biweekly payment when administratively possible.

Section Y. Motor Carrier Officer Per Diem.

Effective June 13, 1986, the per diem previously paid to Motor Carrier Officer 9 and 10 was rolled into the base rate. This Section is written solely to document that action.

Section Z. Effective Date.

This Article shall be effective on October 1, 2016 unless otherwise specified.

ARTICLE 44 PRINTING OF THE AGREEMENT

The Employer and MSEA shall jointly proof this Agreement against the tentative Agreement ratified by the parties and approved by the Civil Service Commission and shall agree upon a common cover color and format prior to final printing and distribution. The Agreement may be printed by the Department of Technology, Management and Budget Print and Graphics Services. The Employer shall be responsible for the cost of its own copies of this Agreement. MSEA shall be responsible for the cost of its own copies and copies to be provided to employees in the Bargaining Unit. A copy of this Agreement shall be available to be consulted by an employee upon request in the office of every supervisor of employees covered by this Agreement.

ARTICLE 45 UNION INFORMATION TO THE EMPLOYER

MSEA agrees to furnish the following information in writing to the Employer:

1. A list of Designated Stewards and their respective jurisdictions annually.
2. A list of the Department Caucus Spokespersons.
3. A list of State Officers and Regional Directors.

ARTICLE 46

4. MSEA Constitution.

5. Current MSEA office(s) mailing addresses and phone numbers.

Any changes or additions to the above information shall be forwarded to the Employer by the Union, in writing, as soon as such changes are made.

ARTICLE 46 **NO STRIKE – NO LOCKOUT**

A. No Strike.

The Employer and MSEA recognize their mutual responsibility to provide for uninterrupted services. Therefore, for the duration of this Agreement, neither MSEA, either individually or through its members, nor any employees covered by this Agreement, will authorize, instigate, condone, or take part in any strike, work stoppage, slowdown or other concerted interruption of operations of services by employees, and employees will maintain the full and proper performance of duties in the event of a strike.

When the Employer notifies the Union by certified mail that any of the employees in these Representation Units are engaged in any such strike activity, MSEA shall immediately inform such employees that strikes are in violation of this Agreement and contrary to the Civil Service Commission Rules and Regulations.

B. No Lockout.

The Employer agrees that neither it, its officers, agents nor representatives, individually or collectively, will authorize, instigate, or condone, or take part in, any lockout.

ARTICLE 47 **EFFECT OF CIVIL SERVICE COMMISSION RULES, REGULATIONS AND** **COMPENSATION PLAN**

The parties recognize that this Agreement is subject to the Rules and Regulations of the Civil Service Commission and the Civil Service Compensation Plan. The parties therefore adopt and incorporate herein such Rules and Regulations (except Rules governing prohibited subjects of bargaining) and the Compensation Plan provided that the subject matter of such Rules, Regulations and Compensation Plan is not covered in this Agreement.

Except as otherwise provided in the Civil Service Commission Rules and Regulations, if the subject matter of a proper subject of bargaining is addressed in this Agreement, the provisions of this Agreement shall govern entirely.

Except as otherwise provided in the Civil Service Commission Rules and Regulations, where any provision of this Agreement is in conflict with any current Commission Rule

or Provision of the Compensation Plan regarding a proper subject of bargaining, the parties will regard Commission approval of this Agreement as an expression of policy by the Commission that the parties are to be governed by the provisions of this Agreement.

The parties agree that upon appointment to a different classification series, movement into or within the Bargaining Unit, in those circumstances where the employee does not meet the experience requirements for the journey (experienced) level, the employee's rate of pay shall be maintained at the previous rate of pay until the employee becomes eligible for the experienced level of the new classification series, provided the previous rate of pay does not exceed the maximum of the new experienced level class. In such cases the employee shall be paid at the maximum of the new experienced level class.

ARTICLE 48 **SEVERABILITY**

In the event that any provision of this Agreement at any time after execution shall be declared to be invalid by any court of competent jurisdiction, or abrogated by law, such invalidation of such part or portion of the Agreement shall not invalidate the remaining portions of this Agreement, it being the express intent of the parties that all other provisions not thereby invalidated shall remain in full force and effect. The parties shall promptly enter into collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such invalidated provision.

ARTICLE 49 **PERMANENT-INTERMITTENT AND PART-TIME EMPLOYEES**

A. Permanent-intermittent employees shall be used only for job assignments which are characterized by periodic, irregular or cyclical scheduling. Permanent-intermittent employees shall not be used for the purpose of eroding permanent full-time employment.

B. Permanent-intermittent and part-time employees are entitled to all benefits in accordance with Appendix C. Seniority is accrued in accordance with Article 11, based on hours worked.

C. Permanent-intermittent and part-time employees shall have their holiday pay calculated in accordance with current practice except where such an employee works full-time for all non-holiday hours during the pay period in which the holiday occurs, whereupon they will be entitled to full holiday credit.

D. As applicable, the scheduling, furloughing, return from furlough, layoff and recall of Permanent-intermittent and part-time employees shall continue in accordance with current departmental practices until negotiated otherwise in secondary negotiations. To the extent permitted by Civil Service Commission Rules and Regulations, the issue of converting Permanent-intermittent employees to

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1 permanent full-time is a proper subject for secondary negotiations. Any and all
2 other issues arising out of the employment of Permanent-intermittent and part-time
3 employees shall be discussed in Labor-Management Meetings.

4 E. Permanent-intermittent and part-time employees who have acquired status shall
5 have transfer rights to other Permanent-intermittent and part-time positions in
6 accordance with Article 13, Assignment and Transfer. Further, Permanent-
7 intermittent and part-time employees who have acquired status shall have transfer
8 rights to other permanent full-time and part-time positions in accordance with
9 Article 13, Assignment and Transfer.

10 F. The Employer agrees to provide a minimum call-in guarantee of two (2) hours for
11 Permanent-intermittent employees who are scheduled to work or called in to work
12 in accordance with departmental practice and who after arriving at the work site,
13 are advised that they are not needed, or work less than two (2) hours.

14 G. Permanent-intermittent and part-time employees who work an assigned shift and
15 who, after returning home, are called back to work will be paid in accordance with
16 the call back provisions as outlined in Article 14, Section H.

17 18 **ARTICLE 50** 19 **SECONDARY NEGOTIATIONS**

20 The parties acknowledge and agree that no secondary negotiations may take place
21 except as specifically authorized by an Article of this Agreement. The parties agree to
22 extend the life of secondary agreements and Letters of Understanding relative to the
23 administration thereof until such time as new secondary agreements have been
24 negotiated and approved by the Civil Service Commission. An extension of a
25 secondary agreement requires the approval of the Civil Service Commission. It is
26 understood and agreed that no provision of a secondary agreement may take
27 precedence over any provision of this (primary) Agreement. Thus, if a conflict arises
28 between a provision of this Agreement and a provision of a secondary agreement the
29 provisions of this primary Agreement rather than the secondary shall prevail.

30 The parties shall conclude negotiations on secondary agreements no later than three
31 months after Civil Service Commission approval of this primary Agreement. Should
32 the parties fail to agree on items properly referred to secondary negotiations within
33 three months after the primary Agreement was approved by the Civil Service
34 Commission, the outstanding items will be submitted to Impasse in a manner provided
35 in the Civil Service Commission Rules and Regulations.

36 Prior to the actual signing of a complete tentative secondary agreement(s) by the
37 Departments and the MSEA departmental caucus Spokesperson, the Office of State
38 Employer and the MSEA President shall have 10 work days from receipt of the
39 Agreement to concurrently review and approve or disapprove the tentative
40 Agreement. Thereafter, any signing of tentative Agreements shall not require further
41 review or approval of the Office of State Employer or MSEA.

Any agreements reached in secondary negotiations shall not be final until ratified by MSEA and approved by the Civil Service Commission.

ARTICLE 51
LABOR-MANAGEMENT COUNCIL

A Labor-Management Council composed of the President of MSEA or his/her designee, the Director of the Office of the State Employer or his/her designee, and four (4) members selected by the MSEA and four (4) members selected by the Office of the State Employer has been established. The Parties may mutually agree upon a greater number of members. This Council shall meet on an as-needed basis to examine and attempt to resolve issues of interdepartmental impact and/or statewide concerns.

This Council will seek the advice and assistance of the Federal Mediation and Conciliation Service (FMCS) to assist in resolving disputes.

ARTICLE 52
INTEGRITY OF THE BARGAINING UNIT

A. The Employer recognizes that the integrity of the Bargaining Units is of significant concern to MSEA. Bargaining Unit work shall, except as provided below, be performed by Bargaining Unit employees. The Employer shall not assign Bargaining Unit work to employees outside of MSEA Bargaining Units except in the case of emergency, temporary work relief or to the extent that such work is a part of their duties as provided in the Civil Service class specifications or to the extent that such assignment is a matter of customary practice on the effective date of this Agreement. In no event shall such assignments be made for the purpose of reducing or eroding the Bargaining Units.

B. The Employer may continue to utilize job training programs, such as the programs listed below, provided the primary purpose of such programs shall be to supplement ongoing activities or to provide training opportunities.

- Student Work Experience
- CETA Program Employees
- Patient/Employee Programs
- Seasonal Recreation Programs
- Volunteer Programs
- WIN/GA Experience Programs
- Prisoner/Employee Programs & etc.

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1 The Employer will provide MSEA with information which permits the Association
2 to monitor the implementation of such programs, if not already provided. It is the
3 intent that an Association allegation that such a program is being used by the
4 Employer as a substitute, rather than a supplement, for ongoing State employee
5 activities, or causes layoffs or such programs are used to avoid the recall of
6 Bargaining Unit employees, shall be grievable under the provisions set forth in this
7 Agreement.

8 C. Supervisory employees shall be permitted to perform Bargaining Unit work to the
9 extent that such work is a part of their duties as provided in the Civil Service class
10 specifications or to the extent that such assignment is a matter of customary
11 practice on the effective date of this Agreement, in case of training (including
12 demonstration of the proper method of completing the task assigned), temporary
13 work relief, or in the case of emergency. In those cases where lead workers are
14 performing some supervisory duties, the parties agree that such employees shall
15 not be considered supervisory for purposes of this Section.

16 D. The Employer recognizes its obligation to utilize Bargaining Unit members in
17 accordance with the merit principles of the Civil Service Commission. The
18 Employer reserves the right to use contractual service where necessary or
19 desirable to provide cost-effective, efficient services to the public.

20 The Employer agrees to make reasonable efforts (not involving a delay in
21 implementation) to avoid or minimize the impact of such sub-contracting upon
22 Bargaining Unit employees.

23 Whenever the Employer intends to contract out, sub-contract services or renew
24 such contracted services, including preauthorized contractual services, the
25 Employer shall, as early as possible, but at least fifteen (15) calendar days prior to
26 the implementation of the contract, sub-contract or contractual services renewal,
27 give written notice of its intent to MSEA. When a contract in excess of \$250,000 is
28 to be submitted to Civil Service notice shall be provided to MSEA at least forty (40)
29 calendar days prior to the implementation of the contract. Notice shall consist of a
30 copy of the request made to Civil Service unless such a request is not required, in
31 which case, a copy of the contract will be provided. The Employer will indicate on
32 the CS-138 form the date that notice of the sub-contract was provided to the Union.
33 The notice shall include such matters as:

- 34 1. The nature of the work to be performed or the service to be provided;
- 35 2. The proposed duration and cost of such sub-contracting;
- 36 3. The rationale for such sub-contracting unless pre-authorized.
- 37 4. The Civil Service standard.
- 38 5. The cost analysis when Standard D of the Civil Service Rule 7-3 is the Standard
39 Listed on the CS-138. The Employer shall, upon written request, meet and

1 confer with the Union over the impact of the proposed contractual services,
2 including preauthorized contractual services, upon the Bargaining Units.

3 E. MSEA may propose alternatives to sub-contracting. Such meeting shall occur
4 within ten (10) calendar days [fifteen (15) calendar days in the case of a contract
5 in excess of \$250,000] from the date of notice to MSEA. Such discussions shall
6 not serve to delay implementation of the Employer's decisions or preclude MSEA
7 from challenging the contractual personal service request. Upon the request of
8 MSEA, in a good faith effort to reduce subcontracting, the Employer will meet with
9 MSEA to discuss utilizing shared services with the state employees and/or to avoid
10 duplicated contract services.

11 F. The Employer shall also provide MSEA, upon written request, information
12 necessary to monitor the implementation, including costs, of the contract or sub-
13 contract. If the volume of the information requested under this Section would place
14 an unreasonable burden on the Employer, the parties will meet to attempt to
15 identify alternative mechanisms for providing such information.

17 ARTICLE 53 18 DRUG AND ALCOHOL TESTING

19 A. Definitions.

20 As used in this article:

- 21 1. **Alcohol test** means a chemical or breath test administered for the purpose of
22 determining the presence or absence of alcohol in a person's body.
- 23 2. **Drug** means a controlled substance or a controlled substance analogue listed in
24 Schedule 1 or Schedule 2 of Part 72 of the Michigan Public Health Code, Act No.
25 368 of the Public Acts of 1978, being Sections 333.7201, et seq., of the Michigan
26 Compiled Laws, as may be amended from time to time.
- 27 3. **Drug test** means a chemical test administered for the purpose of determining the
28 presence or absence of a drug or metabolites in a person's bodily fluids.
- 29 4. **Random selection basis** means a mechanism for selecting test-designated
30 employees for drug tests and alcohol tests that (1) results in an equal probability
31 that any employee from a group of employees subject to the selection mechanism
32 will be selected and (2) does not give the Employer discretion to waive the
33 selection of any employee selected under the mechanism.
- 34 5. **Reasonable suspicion** means a belief, drawn from specific objective facts and
35 reasonable inferences drawn from those facts in light of experience, that an
36 employee is using or may have used drugs or alcohol in violation of a departmental
37 work rule or a Civil Service Commission Rule or Regulation. By way of example
38 only, reasonable suspicion may be based upon any of the following:

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1 a. Observable phenomena, such as direct observation of drug or alcohol use or
2 the physical symptoms or manifestations of being impaired by, or under the
3 influence of, a drug or alcohol.

4 b. A report of on-duty or sufficiently recent off-duty drug or alcohol use provided
5 by a credible source.

6 c. Evidence that an individual has tampered with a drug test or alcohol test during
7 employment with the State of Michigan.

8 d. Evidence that an employee is involved in the use, possession, sale, solicitation,
9 or transfer of drugs or alcohol while on duty, while on the Employer's premises,
10 or while operating the Employer's vehicle, machinery, or equipment.

11 6. **Rehabilitation program** means an established program to identify, assess, treat,
12 and resolve employee drug or alcohol abuse.

13 7. **Test-designated employee** means an employee who occupies a test-designated
14 position.

15 8. **Test-designated position** means any of the following:

16 a. A safety-sensitive position in which the incumbent is required to possess a valid
17 commercial driver's license or to operate a commercial motor vehicle, an
18 emergency vehicle, or dangerous equipment or machinery.

19 b. A position in which the incumbent possesses law enforcement powers or is
20 required or permitted to carry a firearm while on duty.

21 c. A position in which the incumbent, on a regular basis, provides direct health
22 care services to persons in the care or custody of the State or one of its political
23 subdivisions.

24 d. A position in which the incumbent has regular unsupervised access to and
25 direct contact with prisoners, probationers, or parolees.

26 e. A position in which the incumbent has unsupervised access to controlled
27 substances.

28 f. A position in which the incumbent is responsible for handling or using
29 hazardous or explosive materials.

30 g. Another position agreed to in secondary negotiations.

31 **B. Prohibited Activities.**

32 An employee shall not do any of the following:

33 1. Consume alcohol while on duty, except as specified in the position description and
34 department policy for liquor control agents.

2. Consume drugs while on duty, except pursuant to a lawful prescription issued to the employee.
3. Report to duty or be on duty with a prohibited level of alcohol or drugs present in the employee's bodily fluids.
4. Refuse to submit to a required drug test or alcohol test.
5. Interfere with any testing procedure or tamper with any test sample.

C. Testing Employees.

The Employer may require an employee, as a condition of continued employment, to submit to a drug test or an alcohol test, as provided in this Article.

1. Tests Authorized.

- a. **Reasonable suspicion testing.** An employee shall be required to submit to a drug test or an alcohol test if there is reasonable suspicion that the employee has violated this Article. In such situations the Employer will arrange appropriate transportation to the testing site and then to their residence.
 - b. **Pre-appointment testing.** An employee not occupying a test-designated position shall submit to a drug test if the employee is selected for a test-designated position. The parties agree that in the Department of State Police, Motor Carrier Officer recruits shall be subject to a six panel drug test once during recruit school.
 - c. **Follow-up testing.** An employee shall submit to an unscheduled follow-up drug test or alcohol test if, within the previous 24-month period, the employee voluntarily disclosed drug or alcohol problems, entered into or completed a rehabilitation program for drug or alcohol abuse, failed or refused a pre-appointment drug test, or was disciplined for violating this rule.
 - d. **Random selection testing.** A test-designated employee shall submit to a drug test and an alcohol test if the employee has been selected for testing on a random selection basis.
- The Office of the State Employer will provide data on testing percentages annually upon request by the MSEA.
- e. **Post-incident testing.** A test-designated employee shall submit to a drug test or an alcohol test if there is evidence that the test-designated employee may have caused or contributed to an on-duty accident or incident resulting in death, or serious personal injury requiring immediate medical treatment, that arises out of any of the following:

- (1) The operation of a motor vehicle.
- (2) The discharge of a firearm.
- (3) A physical altercation.

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(4) The provision of direct health care services.

(5) The handling of dangerous or hazardous materials.

2. **Limitations On Certain Tests.**

a. **Test Selection.** An employee subject to testing under this rule may be required to submit only to a drug test, only to an alcohol test, or to both tests. However, pre-appointment testing shall be limited to drug testing.

b. **Limitations On Follow-Up Testing.** The Employer may require an employee who is subject to follow-up testing to submit to no more than six unscheduled drug or alcohol tests within any twelve-month period.

c. **Limitations On Random Selection Testing.** The number of drug tests conducted in any one year on a random selection basis shall not exceed five percent (5%) of the number of all test-designated positions. The number of alcohol tests conducted in any one year on a random selection basis shall not exceed five percent (5%) of the number of all test-designated positions.

The parties will review drug testing data on an annual basis and should there be a significant increase in positive drug and alcohol tests in the preceding year, the Employer reserves the right to increase the random selection basis up to 10%. Should the percent increase occur and there is a further significant increase in positive drug and alcohol tests during the next or subsequent annual review, the Employer reserves the right to increase random selection basis to 15% of the number of all tests designated positions.

d. **Limitations On Reasonable Suspicion Testing.** Before an employee is subject to reasonable suspicion testing, a trained supervisor must document the basis for the reasonable suspicion. In addition, an employee shall not be subject to a reasonable suspicion test until the Employer-designated drug and alcohol testing coordinator (DATC), or the DATC's designee, has given express, individualized, approval to conduct the test.

D. Drug and Alcohol Testing Protocols.

1. **Drug Testing Protocol.** The Employer will adopt the current "Mandatory Guidelines for Federal Workplace Drug Testing Programs," as amended, issued by the U.S. Department of Health and Human Services (the "HHS Drug Guidelines") as the protocol for drug testing under this Article. If an employee tests positive for prohibited drugs on the initial test but the results of the split sample test are negative, the employee shall then be reimbursed for the cost paid by the employee for said split sample test.

2. **Alcohol Testing Protocol.** The Employer will adopt the alcohol testing provisions of the current "Procedures for Transportation Workplace Drug and Alcohol Testing Programs," as amended, issued by the U.S. Department of Transportation (the "DOT Alcohol Guidelines") as the protocol for alcohol testing under this Article.

3. **Changes In Protocol.** During the term of this agreement, the parties may agree to amend the protocols without the further approval of the Civil Service Commission to include any final changes to the HHS Drug Guidelines or the DOT Alcohol Guidelines that are published in the Federal Register and become effective. If the parties agree to adopt any such final changes, the parties shall notify the State Personnel Director in writing of the changes and their effective date. Any other change in the protocols requires the approval of the Civil Service Commission.

E. Prohibited Levels of Drugs and Alcohol.

1. **Prohibited Levels of Drugs.** It is a violation of this Article for an employee to test positive for any drug under the HHS Drug Guidelines at the time the employee reports to duty or while on duty. A positive test result shall constitute just cause for the Employer to discipline the employee.
2. **Prohibited Levels of Alcohol.** It is a violation of this Article for an employee to report to duty or to be on duty with a breath alcohol concentration equal to or greater than **0.02**. A confirmatory test result equal to or greater than **0.02** shall constitute just cause for the Employer to discipline the employee.

F. Penalties.

1. The Employer may impose discipline, up to and including dismissal, for violation of this Article. All discipline for violation of any provision of this Article shall be subject to the provisions of Article 9 regarding discipline.
2. An employee selected for a test-designated position shall not serve in the test-designated position until the employee has submitted to and passed a pre-appointment drug test. If the employee fails or refuses to submit to the drug test, interferes with a test procedure, or tampers with a test sample, the employee shall not be appointed, promoted, reassigned, recalled, transferred, or otherwise placed in the test-designated position. The Civil Service Commission shall also remove the employee from all employment lists for test-designated positions and shall disqualify the employee from any test-designated position for a period of three years. In addition, if the employee interferes with a test procedure or tampers with a test sample, the employee may also be disciplined by the Employer as provided in subsection (1). An employee's qualification for appointment in the classified service is a prohibited subject of bargaining and any complaint regarding action by the Civil Service Commission shall be brought only in a Civil Service Commission technical appeal proceeding.

G. Self-reporting.

1. **Reporting.** An employee who voluntarily discloses to the Employer a problem with controlled substances or alcohol shall not be disciplined for such disclosure if, and only if, the problem is disclosed before the occurrence of any of the following:
- a. For reasonable suspicion testing, before the occurrence of an event that gives rise to reasonable suspicion that the employee has violated this rule.

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b. For pre-appointment testing, follow-up testing, and random selection testing, before the employee is selected to submit to a drug test or alcohol test.

c. For post-incident testing, before the occurrence of any accident that results in post-accident testing.

2. **Employer Action.** After receiving notice, the Employer shall permit the employee an immediate leave of absence to obtain medical treatment or to participate in a rehabilitation program. In addition, the Employer shall remove the employee from the duties of a test-designated position until the employee submits to and passes a follow-up drug test or alcohol test. The Employer may require the employee to submit to further follow-up testing as a condition of continuing or returning to work.

3. **Limitation.** An employee may take advantage of the provisions of Article G(1) no more often than two times while employed in the classified service. An employee making a report is not excused from any subsequent drug or alcohol test or from otherwise complying in full with this Article. An employee making a report remains subject to all drug and alcohol testing requirements after making a report and may be disciplined as the result of any subsequent drug or alcohol test, including a follow-up test.

H. Union Representation.

If an employee is directed to submit to a reasonable suspicion drug or alcohol test, the employee may confer with an available MSEA representative in person (if available on site) or by telephone. However, such contact shall not unreasonably delay the testing process.

I. Identification of Test-designated Positions.

Each Appointing Authority shall first nominate classes of positions, subclasses of positions, or individual positions to be test-designated. The State Employer shall review the nominations and shall designate as test-designated positions all the classes, subclasses, or individual positions that meet one or more of the requirements of Section A(8) of this Article. The designation by the State Employer shall not be limited by or to the nominations or recommendations of the Appointing Authority. The Appointing Authority shall give written notice of designation to each test-designated employee and to the MSEA at least fourteen (14) days before implementing the testing provisions of this rule.

The MSEA may file a grievance contesting the designation of a particular position. However, an employee occupying a position designated as a test-designated position who is given notice of the designation shall be subject to testing as provided in this Article until a final and binding determination is made that the employee is not occupying a test-designated position.

J. Coordination of Rule and Federal Regulations.

The provisions of this Article are also applicable to employees subject to mandatory Federal regulations governing drug or alcohol testing. However, in any circumstance

1 in which (1) it is not possible to comply with both this rule and the Federal regulation
2 or (2) compliance with this rule is an obstacle to the accomplishment and execution of
3 any requirement of the Federal regulation, the employee shall be subject only to the
4 provision of the Federal regulation.

5

6

ARTICLE 54

ARTICLE 54
TERMINATION OF AGREEMENT

This Agreement shall be effective upon approval by the Civil Service Commission and shall continue in full force and effect until midnight, December 31, 2018 for all provisions except Wages (Article 43, Section A) and Group Insurances (Article 43, Section C-L and V, Appendices M-2, M-3, and M-4).

Wages (Article 43, Section A) and Group Insurances (Article 43, Section C-L and V, Appendices M-2, M-3, and M-4) are effective October 1, 2016 through September 30, 2017. Either party may give written notice to the other of its intention to negotiate Wages (Article 43, Section A) and Group Insurances (Article 43, Section C-L and V, Appendices M-2, M-3, and M-4) for Fiscal Years 2017-2018 and 2018- 2019 no later than May 1, 2016.

In witness whereof, the parties hereto have set their hands:

MICHIGAN STATE EMPLOYEES ASSOCIATION
STATE OF MICHIGAN, OFFICE
OF THE STATE EMPLOYER

MSEA BARGAINING TEAM

STATE OF MICHIGAN, OFFICE OF THE STATE EMPLOYER

Kenneth Moore
Brent Heyer
Ronald Damuth
Timothy Schutt
Steve Richardson
Chuck Riker
Michael Martindell
Mark Baker
Jo A. Irby



Marie Waalkes, Director
Valerie S. Hill, Chief Negotiator
Amy Abdo, Quality of Life
Tracy Federighe, Michigan State Police
Ken Flore, Department of Transportation
Mike Hosey, Department of Corrections
Michele Owens, Department of Health and Human Services
Noelle Rouse, Department of Military and Veterans Affairs
Amanda Satkowski, Licensing and Regulatory Affairs
Danielle Stewart, Michigan State Police
Dwight Thomas, Department of Technology, Management & Budget

APPENDIX A

LABOR AND TRADES UNIT—A31—Ref: Article 3 - Recognition

All of the classifications in the Labor and Trades Unit are eligible (CODE 1) for overtime pay.

HRMN POSITION	POSITION CODE	GRADE
Aircraft Mechanic-E	AIRCMCHE	9
Aircraft Mechanic-E	AIRCMCHE	E10
Aircraft Mechanic-A	AIRCMCHA	11
Automotive Body Repairer-E	AUTORPRE	8
Automotive Body Repairer-E	AUTORPRE	E9
Automotive Body Repairer-A	AUTORPRA	10
Automotive Mechanic-E	AUTOMCHE	8
Automotive Mechanic-E	AUTOMCHE	E9
Automotive Mechanic-A	AUTOMCHA	10
Bridge Operator-E	BRDGOPRE	6
Bridge Operator-E	BRDGOPRE	7
Bridge Operator-E	BRDGOPRE	E8
Bridge Operator-A	BRDGOPRA	9
Bridge Worker-E	BRDGWKRE	6
Bridge Worker-E	BRDGWKRE	7
Bridge Worker-E	BRDGWKRE	E8
Bridge Worker-A	BRDGWKRA	9
Building Trades Crew Leader	BLDTRLDR	E10
Carpenter-E	CARPNTRE	8
Carpenter-E	CARPNTRE	E9
Carpenter-A	CARPNTRA	10
Central Control Operator-E	CENTOPRE	8
Central Control Operator-E	CENTOPRE	E9
Central Control Operator-A	CENTOPRA	10
Communications Network Installer-E	COMNINRE	8
Communications Network Installer-E	COMNINRE	E9
Communications Network Installer-A	COMNINRA	10
Electrician Licensed-E	ELECTRNE	E9
Electrician Licensed-A	ELECTRNA	10
Electrician Master Licensed-E	ELECLICE	E10
Electrician Master Licensed-A	ELECLICA	11
Equipment Operator-E	EQUOPRE	7
Equipment Operator-E	EQUOPRE	E8
Equipment Operator-A	EQUOPRA	9
Groundskeeper-E	GROUNKPR	E8
Heavy Equipment Mechanic – E	HYEQMCHE	9
Heavy Equipment Mechanic – E	HYEQMCHE	E10
Heavy Equipment Mechanic – A	HYEQMCHA	11

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Industries Production Leader-E	INDPLDRE	8
Industries Production Leader-E	INDPLDRE	9
Industries Production Leader-E	INDPLDRE	E10
Janitor-E	JANITORE	E5
Janitor-A	JANITORA	6
Laborer-E	LABORERE	5
Laborer-E	LABORERE	E6
Locksmith-E	LOCKSMTE	8
Locksmith-E	LOCKSMTE	E9
Locksmith-A	LOCKSMTA	10
Machinist-E	MACHNSTE	E9
Machinist-A	MACHNSTA	10
Maintenance Mechanic-E	MAINMCHE	8
Maintenance Mechanic-E	MAINMCHE	E9
Maintenance Mechanic-A	MAINMCHA	10
Mason-Plasterer-E	MASNPLSE	8
Mason-Plasterer-E	MASNPLSE	E9
Mason-Plasterer-A	MASNPLSA	10
Microfilm Machine Operator-E	MCFLOPRE	5
Microfilm Machine Operator-E	MCFLOPRE	E6
Microfilm Machine Operator-A	MCFLOPRA	7
Motor Vehicle Operator-E	MOTVOPRE	E6
Motor Vehicle Operator-A	MOTVOPRA	7
Motor Vehicle Operator-2A	MOTVOPR2A	8
Painter-E	PAINTERE	8
Painter-E	PAINTERE	E9
Painter-A	PAINTERA	10
Plumber-E	PLUMBERE	8
Plumber-E	PLUMBERE	E9
Plumber-A	PLUMBERA	10
Plumber Licensed-E	PLUMLICE	E10
Plumber Licensed-A	PLUMLICA	11
Power Plant Operator-E	PWPLOPRE	8
Power Plant Operator-E	PWPLOPRE	E9
Power Plant Operator-A	PWPLOPRA	10
Printing Typesetter-E	PRNTYPSE	6
Printing Typesetter-E	PRNTYPSE	7
Printing Typesetter-E	PRNTYPSE	E8
Printing Typesetter-A	PRNTYPSA	9
Refrigeration Mechanic-E	REFRMCHE	8
Refrigeration Mechanic-E	REFRMCHE	E9
Refrigeration Mechanic-A	REFRMCHA	10
Refrigeration Mechanic Licensed-E	REFRLICE	E10
Refrigeration Mechanic Licensed-A	REFRLICA	11

Reproduction Machines Operator-E	RPMOPRE	5
Reproduction Machines Operator-E	RPMOPRE	E6
Reproduction Machines Operator-A	RPMOPRA	7
Reproduction Machines Operator-2A	RPMOPR2A	8
Reproduction Machine Repairer-E	RPMARPRE	E9
Reproduction Machine Repairer-A	RPMARPRA	10
Reproduction Machine Supervisor IV - Frozen		
Steeplejack-E	STPLJCKE	8
Steeplejack-E	STPLJCKE	E9
Steeplejack-A	STPLJCKA	10
Storekeeper-E	STORKPRE	5
Storekeeper-E	STORKPRE	E6
Storekeeper-A	STORKPRA	7
Storekeeper-2A	STORKPR2A	8
Television Equipment Repairer	TELERPR	E9
Trades Helper	TRADEHLP	E6
Transportation Maintenance Worker-E	TRMTWKRE	6
Transportation Maintenance Worker-E	TRMTWKRE	7
Transportation Maintenance Worker-E	TRMTWKRE	E8
Transportation Maintenance Worker-A	TRMTWKRA	9
Wastewater Treatment Plant Operator-E	WSTPOPRE	8
Wastewater Treatment Plant Operator-E	WSTPOPRE	E9
Wastewater Treatment Plant Operator-A	WSTPOPRA	10
Welder-E	WELDERE	E9
Welder-A	WELDERA	10
Wildlife Assistant-E	WLDLASTE	6
Wildlife Assistant-E	WLDLASTE	7
Wildlife Assistant-E	WLDLASTE	E8
Wildlife Assistant-A	WLDLASTA	9

1 Some employees in the following class may be included depending upon specific
2 duties of the position.

State Worker	STATEWKR	4
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APPENDIX B

SAFETY AND REGULATORY UNIT B—A02—Ref: Article 3 – Recognition

<u>HRMN POSITION</u>	<u>POS CODE</u>	<u>GRADE</u>	<u>CODE</u>
Attorney General Investigator-E	ATGNINUE	9	2
Attorney General Investigator-E	ATGNINUE	10	2
Attorney General Investigator-E	ATGNINUE	E11	2
Attorney General Investigator-A	ATGNINUA	12	2
Boiler Inspector - E	BOLRISPE	E11	2
Boiler Inspector - A	BOLRISPA	12	2

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Bridge Safety Officer - E	BRSFOFRE	6	1
Bridge Safety Officer - E	BRSFOFRE	E7	1
Bridge Safety Officer - A	BRSFOFRA	8	1
Building Code Inspector – E	BLCDISPE	E11	2
Building Code Inspector – A	BLCDISPA	12	2
Child Support Specialist - E	CHISPSPE	9	2
Child Support Specialist - E	CHISPSPE	10	2
Child Support Specialist - E	CHISPSPE	P11	2
Child Support Specialist – A	CHISPSPA	12	2
Conservation Officer (RCRT) - E	CNVOFRE	10	**
Conservation Officer -E	CNSVOFRE	10	**
Conservation Officer -E	CNSVOFRE	E11	**
Conservation Officer -SR-A	CNSVOFRA	12	**
Conservation Officer -SPL-SS	CNVOFRSS	13	**
Electrical Inspector - E	ELCTISPE	E11	2
Electrical Inspector - A	ELCTISPA	12	2
Elevator Inspector - E	ELEVISPE	E11	2
Elevator Inspector - A	ELEVISPA	12	2
Fire Crash Rescue Officer - E	FRCROFRA	8	N/A
Fire Crash Rescue Officer - E	FRCROFRE	E9	N/A
Fire Crash Rescue Officer - LW-A	FRCROFRA	10	N/A
Fire Safety Inspector - E	FIRSISPE	9	1
Fire Safety Inspector - E	FIRSISPE	E10	1
Fire Safety Inspector - A	FIRSISPA	11	1
Fire Safety Officer - E	FRSFOFRE	6	1
Fire Safety Officer - E	FRSFOFRE	E7	1
Fire Safety Officer -A	FRSFOFRA	8	1
Forest Fire Officer - E	FFIROFRE	7	1
Forest Fire Officer - E	FFIROFRE	8	1
Forest Fire Officer - E	FFIROFRE	E9	1
Forest Fire Officer - A	FFIROFRA	10	1
Fruit/Vegetable Inspector - E	FRVGISPE	6	2
Fruit/Vegetable Inspector – E	FRVGISPE	8	2
Fruit/Vegetable Inspector - E	FRVGISPE	9	2
Fruit/Vegetable Inspector - E	FRVGISPE	E10	2
Hazardous Mtrls Storage Insp - E	HAZMISPE	9	2
Hazardous Mtrls Storage Insp - E	HAZMISPE	E10	2
Hazardous Mtrls Storage Insp - A	HAZMISPA	11	2
Hazardous Mtrls Storage Insp - SS	HAZISPSS	12	2
Lift/Ride Inspector	LIFRDISP	E11	2
Lift/Ride Inspector – A	LIFRDISPA	12	2
Mechanical Code Inspector - E	MECOISPE	E11	2
Mechanical Code Inspector - A	MECOISPA	12	2
Motor Carrier Investigator	MCINVGTR	11	1

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Motor Carrier Officer - RE	MCOFCREC	9	1
Motor Carrier Officer - E	MCOFFCRE	9	1
Motor Carrier Officer - E	MCOFFCRE	E10	1
Park & Recreation Ranger - E	PRKRNGRE	6	1
Park & Recreation Ranger - E	PRKRNGRE	7	1
Park & Recreation Ranger - E	PRKRNGRE	E8	1
Park & Recreation Ranger - LW-A	PRKRNGRA	9	1
Plant/Apiary Aide	PLAPYADE	E7	2
Plumbing Inspector - E	PLUMISPE	E11	2
Plumbing Inspector - A	PLUMISPA	12	2
Railroad Safety Inspector - E	RSFYISPE	10	2
Railroad Safety Inspector - E	RSFYISPE	E11	2
Regulation Agent – E	REGLAGTE	9	2
Regulation Agent – E	REGLAGTE	10	2
Regulation Agent – E	REGLAGTE	E11	2
Regulation Agent – A	REGLAGTA	12	2
State Properties Sec. Off. (RCRT) – E	PSCOFRRE	7	1
State Properties Sec. Off. – E	PRSCOFRE	7	1
State Properties Sec. Off. – E	PRSCOFRE	E8	1
State Properties Sec. Off. – A	PRSCOFRA	9	1
Vehicle Safety Inspector - E	VESFISPE	9	2
Vehicle Safety Inspector - E	VESFISPE	E10	2
Weights/Measures Inspector - E	WEMEISPE	9	2
Weights/Measures Inspector - E	WEMEISPE	E10	2
Weights/Measures Inspector - A	WEMEISPA	11	2
Workplace Safety Representative – E	WORSREPE	9	2
Workplace Safety Representative – E	WORSREPE	P11	2
Workplace Safety Representative – E	WORSREPE	12	2

1 *Some employees in the following classes may be included and others excluded
2 depending upon specific duties of the position.

State Worker	STATEWKR	4	1
State Transitional Professional – E	STATPRFE	9	1

3 **Employees in these classes are law enforcement.

4 Eligibility for overtime compensation for employees in the classifications listed shall
5 be in accordance with the code indicated above which is defined in Article 15, Section
6 B.

7 Employees working in managerial, confidential, or supervisory positions, or any
8 positions excluded by the Civil Service Rules and Regulations, shall not be covered
9 by the terms and conditions of this Agreement.

10
11

APPENDIX C
Employee Benefits Eligibility Chart

Definition of Appointment Duration

Definitions:

1. **Permanent** Appointment is expected to last indefinitely.
2. **Limited Term** Appointment has a specific expiration date.
3. **Temporary** Appointment is expected to last less than **(Non-Career)** 720 hours and has a specific expiration date.

Definition of Appointment Type

Definitions:

1. **Full-Time** The regular work schedule consists of 80 hours per biweekly pay period.
2. **Part-Time (Hourly)** The regular work schedule consists of less than 80 hour per biweekly pay period. (Usually set hours)
3. **Intermittent** Scheduled work hours are based on the needs of the Employer. The schedule may vary between 0-80 hours per biweekly pay period.
4. **Seasonal** Regular work schedule is normally for specific parts of the year. Scheduled work hours are based on the needs of the Employer.

Benefit	Permanent / Limited-Term	Temporary (Non-Career)
Initial Annual Leave	Credit 16 hours upon appointment to position	Not Eligible

NOTE:

1. Initial grant is available for immediate use.
2. Not more than 16 hours initial annual leave may be credited in any calendar year. However, unused credits may be restored upon separation and rehire within the same calendar year.

Benefit	Permanent / Limited-Term	Temporary (Non-Career)
---------	--------------------------	------------------------

Annual Leave A. Less than 2080 hours continuous service completed.	Credit 4 hours annual leave for each 80 hours in pay status or a pro-rated amount if in pay status less than 80 hours.	Not Eligible.
B. 2080 hours or more of continuous service, but less than 10,400 hours.	Credit 4.7 hours of annual leave for each 80 hours in pay status or a pro-rated amount if in pay status less than 80 hours.	Not Eligible.
C. 10,400 hours or more of continuous service.	See table, Article 39, for annual leave accrual rates.	Not Eligible.

NOTE: Credit, use and payment is permitted after completion of 80 hours in pay status.

Benefit	Permanent/ Limited-Term	Temporary (Non-Career)
Sick Leave	Credit 4 hours of sick leave for each 80 hours in pay status or a pro-rated amount if in pay status less than 80 hours.	Not Eligible.

NOTE:

1. Credit and use permitted next pay period.
2. Payment for unused credits at 50% of regular rate, upon retirement or death only (except for employees hired on or after 10-1-80).
3. Unused credits restored to a separated permanent employee who returns within three years by permanent appointment, except if separated by retirement. Sick leave balances are placed to the credit of a laid off employee upon recall to permanent employment in the State classified service.
4. An employee who returns by a temporary (non-career) appointment may not use credits previously earned.

Benefit	Permanent / Limited-Term	Temporary (Non-Career)
Step Increase	Upon completion of required 1040 or 2080	Not Eligible.

APPENDIX C

1

	hours of satisfactory service.	
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Permanent / Limited Term				
Benefit	Full-Time	Part-Time percent %	Hourly / Permanent-Intermittent	Seasonal
Paid Holidays Note: Temporary (Non-career) are not eligible for paid holidays.	Full holiday pay.	Pay in proportion to percentage assigned to position, or full pay if scheduled to work all non-holiday hours in pay period (see Article 49)	Pay in proportion to average hours in pay status for previous six pay periods, if applicable, or full pay if scheduled to work all non-holiday hours in pay period. (see Article 49)	Full holiday pay during season.

2

Benefit	Full-Time, Part-Time, Hourly, Permanent-intermittent, and Seasonal	Temporary (Non-Career)
Status NOTE: Status not granted unless/until certified from employment list.	Status granted at end of biweekly work period in which 2080 hours of satisfactory service completed (except for classes for which a longer probationary period is prescribed by the Civil Service Commission Rules or Regulations).	Not Eligible.
Longevity	Commencing at 10,400 hours of currently continuous service prior to October 1 st of any year. Paid annually in October.	Not Eligible.

3

Permanent / Limited Term				
State Sponsored Insurance	Full-Time	Part-Time	Hourly / Permanent-Intermittent	Seasonal
Health	Eligible.	Eligible.	Eligible.	Eligible.
Life	Eligible.	Eligible if working 40% or more of full time.	Eligible if working 40% or more of full time.	Eligible if working 40% or more of full time.

Long Term Disability	Eligible.	Same as Life.	Same as Life.	Eligible if working full time.
Dental	Eligible.	Same as Life.	Same as Life. *	Same as LTD. *
Vision	Eligible.	Same as Life.	Same as Life.	Same as Dental.

NOTE: Temporary (Non-Career) is not eligible for Health, Life, Long Term Disability, Dental or Vision Insurances.

*Exceptions for Permanent-intermittent and Seasonal eligibility for dental benefits:

- A. No more than two consecutive pay periods without being on the payroll – dropped after third.
- B. For seasonals, must have at least eight months of cumulative employment per year.

Permanent / Limited Term		
Benefit	Full-Time, Part-Time, Hourly, Permanent-intermittent, Seasonal	Temporary (Non-Career)
Accidental Duty Death	Eligible.	Eligible.
Deferred Compensation	Eligible to enroll in next quarterly open enrollment following date of appointment.	Not Eligible.

APPENDIX E

APPENDIX E
Application for Membership

MICHIGAN STATE EMPLOYEES ASSOCIATION/AFSCME LOCAL 5

Name-Last First Middle

Home Address (Street) (City) (State) (Zip)

Home Phone No. Work Phone No.

Department and Work Site (example; Corrections/Standish Maximum Facility)

Signature Date

Work County (example; Ingham) Job Title & Level (example; TMW E8)

MICHIGAN STATE EMPLOYEES ASSOCIATION/AFSCME LOCAL 5

Authorization for Payroll Deduction

_____ Employee ID Number	E A 0 1 Deduction Code
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On this date, _____, I the undersigned, do hereby authorize the State of Michigan to deduct a sum equal to one (1) hour of my base hourly wage rate each two-week pay period from any accrued wages due me (until revoked by written notice in accordance with the applicable contract between MSEA/AFSCME Local 5 and the State of Michigan) and to remit same to the Michigan State Employees Association/ AFSCME Local 5 for payment of my Union dues. Consent is additionally hereby given to increase or decrease the specific named deduction each two-week pay period to that of any amount determined by the Union in accordance with Article VII Section 7 of the Constitution (as amended) of the Michigan State Employees Association. Fees, contributions, or gifts to MSEA/AFSCME Local 5 are not deductible as charitable contributions, for federal income tax purposes. Fees paid to MSEA/AFSCME Local 5, however, may qualify as business expenses and may be deductible in limited circumstances, subject to various restrictions imposed by the Internal Revenue Service.

Signature of Employee

Name (please print or type) Department (please print or type)

APPENDIX H
Procedure 0620.02

Issued August 15, 2000

SUBJECT: Submissions to the finance and claims committee.

APPLICATION: Executive Branch Departments and Sub-units.

PURPOSE: To outline procedures for submitting materials to the finance and claims committee of the State Administrative Board.

CONTACT AGENCY: Department of Technology, Management and Budget (DTMB) – State Administrative Board.

TELEPHONE: 517/335-2559

FAX: 517/335-0046

SUMMARY: The Secretary of the State Administrative Board reviews all material presented for State Administrative Board approval and prepares the agenda for the meetings of the Finance and Claims Committee of the State Administrative Board.

APPLICABLE FORMS: CS-138, Contractual Services Request.
DTMB-1104, Claim against the State of Michigan for Personal Losses Less than \$1,000.
SAB-810, Finance and Claims Agenda Format.

PROCEDURES:

Requesting agency:

- If the proposed action is a contract, grant or purchase order, any of the following requirements determines whether State Administrative Board approval is required prior to execution of the contract, grant, purchase order, or an amendment to the contract, grant or purchase order:
 - o State contracts, grants, purchase order of \$250,000 or more which require such approval, regardless of their source of funding or duration, are:
 - Contracts, grants or purchase orders for all supplies, materials, and equipment; for all services, including consulting, research, and professional services; between State departments and private vendors, between State departments and educational institutions, or between State departments and other governmental units;

APPENDIX H

- Contracts, grants or purchase orders whose dollar values not fixed but which are estimated to be \$250,000 or more;
- Contracts, grants or purchase orders for commodities or services available from only one source.
- Contract, grant or purchase order amendments of \$125,000 or more also require approval of the State Administrative Board.
- Subsequent amendments to contracts, grants, and purchase orders having received approval of a \$125,000 amendment or more will require additional State Administrative Board approval regardless of the amount.
- Emergency contracts of \$250,000 or more involving public health or safety do not need prior approval (See Procedure 0510.09). These contracts shall be reported to the State Administrative Board as soon as possible after execution, in writing.
- If the proposed action is a contract, grant, or purchase order, the following material shall be submitted to the Secretary of the State Administrative Board:
 - o 1 copy of an Agenda Format (SAB-810)
 - Example:

DEPARTMENT OF (type in name).

Request approval of the following contracts:

(1) ABC Corporation	\$350,000
Grand Rapids, Michigan	Testing Services
(2) Acme Distillery Company	\$225,000 AMENDMENT
Chicago, IL	\$745,000 NEW TOTAL
- If the request is for disposal of state controlled property, see Procedures 0110.01, 0340.05 and 0220.01.
- If the request is for write-offs of state receivables, see Procedure 1210.28.
- Contracts with appeal periods expiring after the Finance and Claims Committee meeting date, but prior to the State Administrative Board meeting date are permitted. Contracts with appeal periods expiring the same date as the State Administrative Board meeting date or later are not acceptable for State

Administrative Board consideration. Any exceptions to this policy require a letter of explanation from the requesting department director.

- If the request is for release of capital outlay funds, see Procedure 0110.04.

CLAIMS AGAINST THE STATE:

- If the request is for settlement of a small claim for property damage or personal injury against the state, its departments/agencies, officers, or colleges and universities in an amount under \$1,000, the State Administrative Board is authorized to decide these claims. See M.C.L. 600.64.
- The claimant must prepare a notarized DTMB-1104 Claims Against the State or a notarized Transportation Claim Against the State and submit the completed form and copies of pertinent information to the Secretary of the State Administrative Board.

CLAIMS BY STATE EMPLOYEES:

- The State Administrative Board has delegated authority to department directors to approve claims for State employees up to \$500.00 except for claims for eyeglasses, automobile repairs, jewelry over \$50.00, or cash over \$100. A monthly report shall be submitted to the State Administrative Board by the director, or the director's designee, when a claim is approved or denied under the delegated authority.
- State employee claims for damaged or lost personal effects worn or on the person, such as eyeglasses, jewelry, watches or clothing, in order to be approved, shall establish each of the following:
 - The loss or damage occurred while the claimant was engaged in the performance of his/her duties as a State employee.
 - The loss or damage occurred in the course and by virtue of the claimant's employment.
 - The claimant was without fault and could not have avoided the loss or damage by exercising reasonable care.
 - The personal effects lost or damaged were reasonable for the claimant to have on his/her person or to be wearing in the course of his/her employment at the time of the loss or damage.
 - The claimant must not have been reimbursed for the loss or damage nor have a remedy for reimbursement from any other source, including his/her

APPENDIX H

- 1 or another's insurance policy other than the State of Michigan vision
2 insurance policy.
3
- 4 - The claim must be based on the present value of the property and not the
5 replacement cost. The present value is calculated based on the following
6 depreciation schedule:
7
- 8 • 2 years for clothing, tapes, discs, records, shoes, paperback books and
9 or small purchase items, in a graduated depreciation scale of 20% the
10 first year, 40% the balance of the second year, with a residual value of
11 10% after the second year.
12
- 13 • 5 years for electronic equipment, typewriters, tools, cameras,
14 televisions, stereos, and other durable products, with a 20% straight line
15 depreciation rate per year until a residual balance of 10% remains.
16
- 17 - Claims of State employees for damages to their personal motor vehicle
18 must contain a satisfactory showing of each of the following:
19
- 20 • The claimant's vehicle was damaged while properly parked in an area
21 on State property designated for parking, or while being properly and
22 reasonably operated in an area on State property designated for parking
23 or the operation of motor vehicles and under the jurisdiction of the State
24 of Michigan.
25
- 26 • The claimant's vehicle was damaged by reason of negligence or an
27 action attributable to the State of Michigan or a defect or condition on, in
28 or near the location of the damage.
29
- 30 • The claimant was without fault and could not have avoided the damage
31 by exercising reasonable care.
32
- 33 • The claimant must not have been reimbursed for the loss or damage,
34 not have a remedy for reimbursement from any other source, including
35 his/her or another's insurance policy other than the State of Michigan
36 vision insurance policy.
37
- 38 • An accident report must have been prepared and be attached to the
39 claim.
40
- 41 • The vehicle damage claim shall be limited to the lesser of two estimates
42 by a vehicle repair shop.
43
- 44 - Claims of State employees for the theft or loss of personal property, from their
45 workstation or other location in the building they work, or from a State vehicle

or their private vehicle while being used in the course of their employment, must contain a satisfactory showing of each of the following:

- o The personal property was necessary for or improved the claimant's performance of his/her duties as a State employee and not merely for ornamentation, decoration or personal pleasure or use.
- o The claimant was without fault and did not leave the stolen or lost property unattended during work hours the building was open to the public, or leave the lost or stolen property in an unsecured place after working hours.
 - If money was stolen, that it had been taken by force or threat of force at the claimant's workstation. If the amount was over \$100.00, the reason for possession of the excess over \$100.00.
 - If clothing, it was in a place designated by the claimant's employing agency for employees to hang or place clothing.
- o The claimant was not reimbursed for the lost or stolen property nor have a remedy for reimbursement from another source including his/her or some other person's insurance policy.
- o A police investigation was conducted and a copy of the police report is attached.
- o The claimant's loss was by reason of negligence or an action attributed to the State of Michigan.
- o The claim must be based on the present value of the property and not the replacement cost. The present value is calculated based on the following depreciation schedule:
 - 2 years for clothing, tapes, discs, records, shoes, paperback books and or small purchase items, in a graduated depreciation scale of 20% the first year, 40% the balance of the second year, with a residual value of 10% after the second year.
 - 5 years for electronic equipment, typewriters, tools, cameras, televisions, stereos, and other durable products, with a 20% straight line depreciation rate per year until a residual balance of 10% remains.

CLAIMS AGAINST THE STATE BY THE GENERAL PUBLIC

- All claims submitted to the Board must be either the DTMB-1104 or the Transportation Claims Against the State form.

APPENDIX H

- The claim form must be notarized.
- A description of the loss or damage must be stated on the form.
- The loss or damage was caused by the negligence of the State or a State employee. The claimant was without fault and could not have avoided the loss or damage by exercising reasonable care.
- Documentation for ownership, original cost of the item, repair of the item, or itemized bills, and police reports when applicable, must accompany the form.
- If there is any remedy for reimbursement from any other source, including his/her or another's insurance policy, the amount of the remedy must be included. If the remedy is from an insurance company, proof of the deductible amount should be included with the submission.
- The claim must be based on the present value of the property and not the replacement cost. The present value is calculated based on the following depreciation schedule:
 - 2 years for clothing, tapes, discs, records, shoes, paperback books and or small purchase items, in a graduated depreciation scale of 20% the first year, 40% the balance of the second year, with a residual value of 10% after the second year.
 - 5 years for electronic equipment, typewriters, tools, cameras, televisions, stereos, and other durable products, with a 20% straight line depreciation rate per year until a residual balance of 10% remains.
 - If the property is disposable, such as food, cosmetics, or personal hygiene items, no reimbursement will be considered unless there is a receipt showing the items were new. For reimbursement of claims related to disposable property, Department of Correction inmates must follow the Department of Corrections' policies and procedures related to non-refundable items.
 - An exception to the depreciation schedule is granted to inpatients of State psychiatric hospitals and centers for developmental disabilities that, due to their unusual dependency upon the State, are not subject to the depreciation schedule.

PROCESSING CLAIMS

- Claims are to be sent to the Secretary of the State Administrative Board or to the accounting division of the offending department. Department of Corrections inmates will expedite the processing of their claims if they file their claims through Department grievance procedures and the Office of Prisoner Affairs.
- The Board Secretary shall assign a number and record the claim in the claims log file. Then the claim will be forwarded to the offending department.
- The department shall transmit a copy of all claims to the department personnel assigned to investigate claims or to supervisory personnel with personal knowledge of the incident leading to the claim for an investigative report.
- The investigating report shall be forwarded to the department personnel assigned the claims function. A report should then be prepared for the department's principal executive office or the designee to make a recommendation to the Board to approve or deny a claim.
- The recommendation to the Board shall be submitted to the Secretary of the State Administrative Board with appropriate copies.
- The Secretary of the State Administrative Board will place the claim information and departmental recommendation on the Finance and Claims Committee agenda of the State Administrative Board, and forward the Finance and Claims recommendation to the State Administrative Board.
- The Secretary of the Board will notify the Department of the claimant of the State Administrative Board's decision by letter.
- The Secretary of the State Administrative Board shall notify the Finance and Claims Committee of any claims over 90 days old.

Secretary to the State Administrative Board:

- Reviews contracts, grants and other materials and prepares summary information for the Director and Deputy Directors of DTMB.
- Handles necessary correspondence or other communication relative to items presented.
- Prepares agendas and reports for the Finance and Claims Committee.
- Forwards committee recommendations to the State Administrative Board for action.
- Notifies all parties of the State Administrative Board decisions.

APPENDIX J

This procedure supersedes all other previously distributed procedures of 0620.02.

APPENDIX J Longevity Compensation Plan Schedule of Payments

YEARS OF SERVICE	EQUIVALENT HOURS OF SERVICE *	ANNUAL PAYMENTS
5	10,400	\$260
6	12,480	
7	14,560	
8	16,640	
9	18,720	\$300
10	20,800	
11	22,880	
12	24,960	
13	27,040	\$370
14	29,120	
15	31,200	
16	33,280	
17	35,360	\$480
18	37,440	
19	39,520	
20	41,600	
21	43,680	\$610
22	45,760	
23	47,840	
24	49,920	
25	52,000	\$790
26	54,080	
27	56,160	
28	58,240	
29 & Over	60,320 & Over	\$1040

* Eligibility for payment at any bracket will occur upon completion of the equivalent hours of service indicated for the bracket by October 1. The impact of the longevity payment on the regular hourly rate for purposes of overtime compensation shall be computed and paid as part of the longevity payment.

APPENDIX L

APPENDIX L
Article 31

PHYSICIAN STATEMENT

DATE: _____

My patient, _____, is currently taking prescription medication which contains a controlled substance as defined by Schedules I through V in 21 U.S.C. 802 as revised.

After review of the effects of this (these) medication(s) at the dosage and intervals prescribed and being informed by the patient of his/her work responsibilities related to the performance of any safety related functions, it is my professional opinion that the prescribed medication

DOES _____ **DOES NOT** _____ (check appropriate response)

adversely affect my patient's ability to safely operate a commercial motor vehicle or perform other safety sensitive functions.

Signed by Prescribing Physician _____
Physician's Name Printed or Typed _____

PHYSICIAN'S NOTE REGARDING P.R.N. OR OFF-DUTY MEDICATIONS:

APPENDIX M-2
HEALTH INSURANCE BENEFIT CHART

Preventive Services	State Health Plan PPO “SHP – PPO” Benefits		HMO Plan “HMO” Benefits
	In-network	Out-of-network	
Health maintenance exam	Covered 100% 1 per year	Not Covered	Covered 100%
Annual gynecological exam	Covered 100% 1 per calendar year	Not Covered	Covered 100%
Pap smear screening – laboratory services only ¹	Covered 100% 1 per year	Not Covered	Covered 100%
Well-baby and child care	Covered 100%	Not Covered	Covered 100%
Immunizations, annual flu shot & Hepatitis C screening for those at risk	Covered 100%	Not Covered	Covered 100%
Childhood Immunizations	Covered 100% through age 16	Covered 80%	Covered 100%
Fecal occult blood screening ¹	Covered 100%	Not Covered	Covered 100%
Flexible sigmoidoscopy ¹	Covered 100%	Not Covered	Covered 100%
Prostate specific antigen screening ¹	Covered 100% one per year	Not Covered	Covered 100%
Mammography, annual standard film mammography screening (covers digital mammography up to the standard film rate) ¹	Covered 100%	Covered 80% after deductible	Covered 100%
Colonoscopy ¹	Covered 100%	Covered 80% after deductible	Covered 100%

¹ American Cancer Society guidelines apply

Physician Office Services	State Health Plan PPO “SHP – PPO” Benefits		HMO Plan “HMO” Benefits
	In-network	Out-of-network	
Office visits, consultations and urgent care visits and telemedicine ²	Covered, \$20 co-pay	Covered 80% after deductible	Covered, \$20 co-pay
Outpatient and home visits	Covered 90%	Covered 80%	Covered, \$20 co-pay

APPENDIX M-2

	after deductible	after deductible	
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Emergency Medical Care

	State Health Plan PPO "SHP – PPO" Benefits		HMO Plan "HMO" Benefits
	In-network	Out-of-network	
Hospital emergency room for medical emergency or accidental injury	Covered, \$200 co-pay if not admitted		Covered, \$200 co-pay if not admitted
Ambulance services – medically necessary	Covered, 90% after deductible		Covered, 100% after deductible

Diagnostic Services

	State Health Plan PPO "SHP – PPO" Benefits		HMO Plan "HMO" Benefits
	In-network	Out-of-network	
Laboratory and pathology tests	Covered 90% after deductible	Covered 80% after deductible	Covered 100%
Diagnostic tests and x-rays	Covered 90% after deductible	Covered 80% after deductible	Covered 100% after deductible
Radiation therapy	Covered 90% after deductible	Covered 80% after deductible	Covered 100% after deductible

Maternity Services

Includes care by a certified nurse midwife (State Health Plan PPO only)

	State Health Plan PPO "SHP – PPO" Benefits		HMO Plan "HMO" Benefits
	In-network	Out-of-network	
Prenatal care	Covered 100%	Covered 80% after deductible	Covered 100%
Postnatal care	Covered 90% after deductible	Covered 80% after deductible	Covered, \$20 co-pay
Delivery and nursery care	Covered 90% after deductible	Covered 80% after deductible	Covered 100% after deductible

Hospital Care

	State Health Plan PPO "SHP – PPO" Benefits		HMO Plan "HMO" Benefits
	In-network	Out-of-network	
Semi-private room, inpatient physician care, general nursing care, hospital services and supplies	Covered 90% after deductible, unlimited days	Covered 80% after deductible, unlimited days	Covered 100% after deductible Unlimited days
Inpatient consultations	Covered 90% after deductible	Covered 80% after deductible	Covered 100% after deductible
Self-donated blood storage prior to surgery	Covered 90% after deductible	Covered 80% after deductible	Check with your HMO

Chemotherapy	Covered 90% after deductible	Covered 80% after deductible	Covered 100% after deductible
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Alternatives to Hospital Care	State Health Plan PPO “SHP – PPO” Benefits		HMO Plan “HMO” Benefits
	In-network	Out-of-network	
Skilled nursing care up to 120 days per confinement	Covered 90% after deductible		Covered 100% after deductible
Hospice care	Covered 100% Limited to the lifetime dollar maximum that is adjusted annually by the State		Covered 100% after deductible
Home health care	Covered 90% after deductible, unlimited visits		Check with your HMO

3

Surgical Services	State Health Plan PPO “SHP – PPO” Benefits		HMO Plan “HMO” Benefits
	In-network	Out-of-network	
Surgery—includes related surgical services.	Covered 90% after deductible	Covered 80% after deductible	Covered 100% after deductible
Male Voluntary sterilization	Covered 90% after deductible	Covered 80% after deductible	Covered 100% after deductible
Female Voluntary sterilization	Covered 100%	Covered 80% after deductible	Covered 100%

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5

Human Organ and Tissue Transplants	State Health Plan PPO “SHP – PPO” Benefits		HMO Plan “HMO” Benefits
	In-network	Out-of-network	
Liver, heart, lung, pancreas, and other specified organ transplants	Covered 100% In designated facilities only. Up to \$1 million lifetime maximum for each organ transplant		Covered 100% after deductible in designated facilities
Bone marrow—specific criteria apply	Covered 100% after deductible in designated facilities		Covered 100% after deductible in designated facilities
Kidney, cornea, and skin	Covered 90% after deductible in designated facilities	Covered 80% after deductible	Covered 100% after deductible subject to medical criteria

6

Other Services	State Health Plan PPO “SHP – PPO” Benefits		HMO Plan “HMO” Benefits
	In-network	Out-of-network	
Allergy testing and therapy (non-injection)	Covered 90% after deductible	Covered 80% after deductible	Covered, 100% after deductible.

APPENDIX M-2

Allergy injections	Covered 90% after deductible	Covered 80% after deductible	Covered 100%
Acupuncture	Covered 80% after deductible if performed by or under the supervision of a M.D. or D.O.		Check with your HMO
Rabies treatment after initial emergency room visit	Covered 90% after deductible	Covered 80% after deductible	Office visits: \$20 co-pay. Injections: Covered 100%
Autism-Spectrum Disorder Applied Behavioral Analysis (ABA) treatment	Covered 90% after deductible	Covered 80% after deductible	Covered, 100% after deductible
Chiropractic/spinal manipulation	Covered, \$20 co-pay Up to 24 visits per calendar year	Covered 80% after deductible Up to 24 visits per calendar year	Check with your HMO
Durable medical equipment	Covered 100%	Covered 80% of approved amount	Covered, check with your HMO
Prosthetic and orthotic appliances	Covered 100%	Covered 80% of approved amount	Covered, check with your HMO
On-line Tobacco Cessation counseling	No charge	Not covered	Covered, check with your HMO
Private duty nursing	Covered 80% after deductible		Check with your HMO
Wig, wig stand, adhesives	Upon meeting medical conditions, eligible for a lifetime maximum reimbursement of \$300. (Additional wigs covered for children due to growth).		Check with your HMO
Hearing Care Exam	Covered, \$20 co-pay	Covered 80% after deductible	Check with your HMO
Hearing aids ³	Covered	Not covered	Check with your HMO

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2
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Mental Health/Substance Abuse	State Health Plan PPO "SHP – PPO" Benefits		HMO Plan "HMO" Benefits
	In-network	Out-of-network	
Mental Health Benefits -Inpatient	Covered 100% up to 365 days per year ⁴	Covered 50% up to 365 days per year	Check with your HMO; Inpatient services subject to deductible.
Mental Health Benefits – Outpatient, including Telemedicine ²	As necessary 90% of network rates 10% co-pay	As necessary 50% of network rates	Check with your HMO

Alcohol & Chemical Dependency Benefits – Inpatient	Covered 100% ⁵ Halfway House 100%	Covered 50% ⁵ Halfway House 50%	Check with your HMO; Inpatient services subject to deductible.
Alcohol & Chemical Dependency Benefits – Outpatient	\$3,500 per calendar year 90% of network rates 10% co-pay ⁶	\$3,500 per calendar year 50% of network rates ⁶	Check with your HMO

² Telemedicine benefit is available effective beginning the first full pay period in October 2016.

³ Deluxe hearing aids are covered at the same rate as basic hearing aids with the member paying the remainder. Discount hearing aids are offered through the SHP PPO.

⁴ Inpatient days may be utilized for partial day hospitalization (PHP) at 2:1 ratio. One inpatient day equals two PHP days.

⁵ Up to two 28-day admissions per year. There must be at least 60 days between admissions. Inpatient days may be utilized for intensive outpatient treatment (IOP) at 2:1 ratio. One inpatient day equals two IOP days.

⁶ \$3,500 per calendar year limitation pertains to services for chemical dependency only.

Prescription Drugs

Prescription medications for the State Health Plan PPO are carved out and administered by a Pharmacy Benefit Manager (PBM).

Prescriptions filled at a participating pharmacy may only be approved for up to a 34-day supply. Employees can still receive a 90-day supply by mail order.

To check the co-pay for drugs you may be taking, visit the Civil Service Commission Employee Benefits Division website at <http://www.michigan.gov/employeebenefits> and select Benefit Plan Administrators.

The chart below shows the SHP and HMO prescription drug member co-pays:

Generic	Brand Name Preferred	Brand Name Non-Preferred
Retail \$10	Retail \$30	Retail \$60
Mail Order \$20	Mail Order \$60	Mail Order \$120

Outpatient Physical, Speech, and Occupational Therapy

Combined maximum of 90 visits per calendar year.

	State Health Plan PPO "SHP – PPO" Benefits		HMO Plan "HMO" Benefits
	In-network	Out-of-network	
Outpatient physical, speech and occupational therapy – facility and clinic services	Covered 90% after deductible	Covered 90% after deductible	Covered, \$20 co-pay
Outpatient physical therapy – physician's office	Covered 90% after deductible	Covered 80% after deductible	Covered, \$20 co-pay

Deductible, Co-Pays, and Out-of-

State Health Plan PPO "SHP – PPO" Benefits	HMO Plan "HMO" Benefits
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APPENDIX M-2

Pocket Dollar Maximums			
	In-network	Out-of-network	
Deductible ⁷	\$400 per member \$800 per family	\$800 per member \$1,600 per family	\$125 per member \$250 per family
Fixed dollar co-pays	\$20 for office visits, office consultations, urgent care visits, osteopathic manipulations, chiropractic manipulations and medical hearing exams. \$200 for emergency room visits, if not admitted	Not applicable	\$20 for office visits \$200 for emergency room visits, if not admitted
Coinsurance	10% for most services and 20% for private duty nursing and acupuncture	20% for most services. MHSA at 50%	None
Annual out-of-pocket dollar maximums ⁸	\$2,000 per member and \$4,000 per family	\$3,000 per member \$6,000 per family	\$2,000 per member and \$4,000 per family

⁷ Deductible amounts for the SHP – PPO are effective January 1, 2015 and renew annually on a calendar year basis. Deductible amounts for the HMOs are effective October 12, 2014 and renew annually each October with the start of the new plan year.

⁸ Beginning October 12, 2014, in-network deductibles, in-network fixed dollar co-payments and in-network co-insurance all apply toward the out-of-pocket annual limit. In addition, in HMOs, prescription drug co-payments also apply toward the annual out-of-pocket limit. Beginning with the October 2015 plan year, prescription drug co-payments in the SHP PPO also apply to the annual out-of-pocket limit.

Premium Sharing	State Health Plan PPO “SHP – PPO” Benefits		HMO Plan “HMO” Benefits	
	Employee	State	Employee	State
Premium	20%	80%	15%	85% ⁹

⁹ The State will pay up to 85% of the applicable HMO total premium, capped at the dollar amount which the State pays for the same coverage code under the SHP-PPO.

Appendix M-3 Dental Chart

Covered Services	State Dental Plan*		DMO Plan	Preventive Dental Plan**
	PPO	Premier		
Diagnostic Exams and Consultations (2 per year)	Covered 100%	Covered 100%	Covered 100%	Covered 100%
Teeth Cleaning (3 per year, 4 if medically necessary)	Covered 100%	Covered 100%	Covered 100%	Covered 100%
Topical Fluoride(Under age 19)	Covered 100%	Covered 100%	Covered 100%	Covered 100%
Space Maintainers (Under age 14)	Covered 100%	Covered 100%	Covered 100%	Covered 100%
Brush Biopsy	Covered 100%	Covered 100%	N/A	Covered 100%
Radiographs	Covered 100%	Covered 90%	Covered 100%	Covered 100%
Occlusal Guard (once every 5 years)	Covered 100%	Covered 90%	Not covered	Not Covered
Minor Restoratives	Covered 100%	Covered 90%	Covered 100%	Not Covered
Major Restoratives ¹	Covered 90%	Covered 90%	Covered 100%	Not Covered
Oral Surgery	Covered 90%	Covered 90%	Covered 100%	Not Covered
Extractions	Covered 100%	Covered 90%	Covered 100%	Not Covered
Endodontics	Covered 100%	Covered 90%	Covered 100%	Not Covered
Periodontics	Covered 100%	Covered 90%	Covered 100%	Not Covered
Cosmetic Bonding (ages 8-19)	Covered 100%	Covered 90%	Not Covered	Not Covered
Prosthodontics	Covered 70%	Covered 50%	Covered 100%	Not Covered
Prosthodontics Repair	Covered 100%	Covered 50%	Covered 100%	Not Covered
Sealants (Under age 14)	Covered 70%	Covered 50%	Covered 100%	Not Covered
Orthodontics (Up to age 19)	Covered 75%	Covered 60%	Covered 100%	Not Covered
Orthodontics (19 and over)	Covered 75%	Covered 60%	\$1,250 co-pay	Not Covered

Appendix M-3 Dental Chart

1

Benefit Maximums	State Dental Plan*		DMO Plan	Preventive Dental Plan
	PPO	Premier		
Annual (12 months beginning on Oct. 1 st)	\$1,500	\$1,500	None	None
Lifetime Orthodontics	\$1,500	\$1,500	None	N/A

Premium Sharing	State Dental Plan*		DMO Plan		Preventive Dental Plan	
	Employee	State	Employee	State	Employee	State
Premium***	5%	95%	0%	100%	0%	100%

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3

Dental Comparison Chart

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This benefit summary is a brief explanation only. All plan provisions (including exclusions and limitations) are subject to the specific terms of the State and Preventive Dental Plans and the Group Dental Services Agreement

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¹Fixed bridge abutment crowns may be paid at the Major Restorative benefit level if payment for a (single) crown could be made due to the condition of the tooth being restored.

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*If you have the State Dental Plan as your dental coverage, the level of coverage is based upon the provider you choose. To verify that a Dentist is a Participating Dentist, contact the third party administrator.

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**If you are enrolled in another group dental plan (non-State) and opt to enroll in either the preventive Dental Plan or Waive Dental benefits you will receive a lump-sum rebate established in conjunction with the annual rate-setting process.

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***See Article 43 Section C for premium sharing for less than full time employees.

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2**Appendix M-4 Vision Chart**

Vision Testing Exam	Participating Providers	Non-Participating Providers
Routine Eye Exam	100% of Third Party Administrator (TPA) Approved Amount Minus \$5.00 co-pay	Reimbursement up to \$34. Minus \$5.00 co-pay (member responsible for any difference)
	Once every 12 months	
Eyeglass Lenses (Glass, plastic, or prism up to 60 mm)	Participating Providers	Non-Participating Providers
Replacement Schedule	Members may obtain one pair of corrective lenses once every 24 months, or once every 12 months if prescription has changed. Members may obtain either eyeglasses or contact lenses but not both.	
Single Vision	100% of TPA Approved Amount Minus \$7.50 co-pay	Reimbursement up to maximum of \$17 minus \$7.50 co-pay (member responsible for any cost exceeding the difference)
Bifocal (includes blended)	100% of TPA Approved Amount Minus \$7.50 co-pay	Reimbursement up to maximum of \$30 minus \$7.50 co-pay (member responsible for any cost exceeding the difference)
Trifocal	100% of TPA Approved Amount Minus \$7.50 co-pay	Reimbursement up to maximum of \$43 minus \$7.50 co-pay (member responsible for any difference)
Special Lenses	100% of TPA Approved Amount Minus \$7.50 co-pay	Not covered
Progressive Lens (Standard)	100% of TPA Approved Amount minus \$7.50 co-pay	Reimbursement up to a maximum of \$30 minus \$7.50 co-pay (member responsible for cost exceeding the difference)
Rose Tint #1 and #2 or Photochromatic Tint	100% of TPA Approved Amount minus \$7.50 co-pay	Not covered
Frames	Participating Providers	Non-Participating Providers
Eyeglass Frames	\$100 Allowance is applied toward frames (member responsible for any cost exceeding the allowance) Minus \$7.50 co-pay (one co-pay applies to both frames and lenses)	Up to \$38.25 Allowance (member responsible for any cost exceeding the allowance) minus \$7.50 co-pay (one co-pay applies to both frames and lenses).
	Once every 24 months, or once every 12 months if prescription has changed	
Contact Lenses	Participating Providers	Non-Participating Providers
Medically Necessary	100% of the TPA approved amount Includes contact lens fitting and suitability exam Minus \$7.50 co-pay	Maximum of \$210 Allowance per pair, Minus \$7.50 co-pay (member responsible for any cost exceeding the allowance).

Appendix M-4 Vision Chart

Cosmetic; not medically necessary	Up to \$130 Allowance (member responsible for any cost exceeding the allowance). Includes contact lens fitting and suitability exam, No co-pay	Maximum of \$100 Allowance (member responsible for any cost exceeding the allowance) No co-pay
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VDT/CRT or Computer Glasses	Participating Providers	Non-Participating Providers
Per pair of glasses	Once every 24 months, or once every 12 months if prescription has changed. Only covered if prescription is in addition to, and different from prescribed everyday eyewear.	
Eye Exam	Initial eye exam covered if within 12 months of routine eye exam, and is not subject to co-pay. Subsequent evaluation included with routine eye exam.	
Single Vision, Plastic	100% of TPA Approved Amount	Up to \$17 Allowance, (member responsible for any cost exceeding the allowance)
Bifocal (includes blended)	100% of TPA Approved Amount	Up to \$30 Allowance, (member responsible for any cost exceeding the allowance)
Trifocal	100% of TPA Approved Amount	Up to \$43 Allowance, (member responsible for any cost exceeding the allowance)
Progressive Lens (Standard)	100% of TPA Approved Amount	Up to \$30 Allowance (member responsible for any cost exceeding the allowance)
Special Lenses	100% of TPA Approved Amount	Not covered
Rose Tint #1 and #2	100% of TPA Approved Amount	Not covered
Eyeglass Frames	\$100 Allowance (member responsible for any cost exceeding the allowance)	Up to 38.25 Allowance (member responsible for any cost exceeding the allowance)

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Safety Eye-wear	Participating Providers	Non-Participating Providers
Replacement Schedule	Members may obtain one pair of corrective lenses once every 24 months, or once every 12 months if prescription has changed. Members may obtain either eyeglasses or contact lenses but not both.	
Single Vision	100% of TPA Approved Amount	Not covered
Bifocal (includes blended)	100% of TPA Approved Amount	Not covered
Trifocal	100% of TPA Approved Amount	Not covered

LETTER OF UNDERSTANDING #1

Special Lenses	100% of TPA Approved Amount	Not covered
Progressive Lenses (Standard)	100% of TPA Approved Amount	Not covered
Eyeglass Frames	Up to \$65 Allowance (member responsible for any cost exceeding the allowance)	Not covered
Rose Tint #1 and #2	100% of TPA Approved Amount	Not covered

LETTER OF UNDERSTANDING #1 **Article 12**

The parties agree to incorporate this Letter of Understanding to express their intentions relative to the application of Article 12.

1. Arbitration Award No. 54 39 1275 84 does not express the intent of the parties and employees are not prohibited from bumping into vacancies in accordance with Article 12 in the face of Recall Lists.
2. In those departments where the parties agree in secondary negotiations to layoff units larger than a county, provisions of Article 12, Section F, relating to reassignments to adjust the work force after a layoff shall be a proper subject for secondary negotiations.

LETTER OF UNDERSTANDING #3 **Article 14, Section E—Meal Periods**

During negotiations in 1995, the parties discussed concerns raised by the Union regarding Article 14, Section E, Meal Periods, as it applies to the Department of Corrections employees. It is not the Employer's intent to reduce the employee's meal period. Management agrees to take into account unforeseen delays at security checkpoints in determining the amount of time necessary to provide an adequate meal break. Application of this letter shall be a proper subject for secondary negotiations.

LETTER OF UNDERSTANDING #4 **Article 22—Health and Safety**

The Employer and MSEA agree to reopen this Article for negotiation if MIOSHA and the Division of Occupational Health are eliminated or significantly reduced by legislative action.

LETTER OF UNDERSTANDING #5

1 **LETTER OF UNDERSTANDING #5**
2 **Article 22, Section I—Contagious Diseases**

3 During the 1995 negotiations, the parties discussed their concerns regarding
4 Bargaining Unit members performing re-construction work in existing laboratories of
5 the Department of Health and Human Services where they may be exposed to
6 unknown contaminants. Therefore, prior to re-construction work in existing
7 laboratories being performed by Bargaining Unit members, the Union will be notified
8 by the Department of Health and Human Services.

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10 **LETTER OF UNDERSTANDING #7**
11 **Article 43, Section A**

12 Effective October 1, 2005, a new base step will be added to each level of each pay
13 range which shall be the current based step minus the difference between the current
14 base step and the first step. In the event that the creation of such a new base step
15 results in an employee employed in these Bargaining Units on January 1, 2005 being
16 placed at a lower pay rate upon promotion that they would have received under the
17 pay range structure in place on September 30, 2005, the Employer will utilize
18 provisions of Civil Service Commission Regulation 5.01 Section 3.d.a(3) to grant an
19 additional step.

20
21 **LETTER OF UNDERSTANDING #8**
22 **Implementation of the Family and Medical Leave Act**

23 Except as otherwise provided by specific further agreement between the undersigned
24 exclusive representative and the Office of the State Employer, the following provisions
25 reflect the parties' agreement on implementation of the rights and obligations of
26 employees and the Employer under the terms of the Family and Medical Leave Act
27 ("FMLA" or "Act") as may be amended and its implementing Regulations as may be
28 amended which took effect on April 6, 1995, for the Labor & Trades and Safety &
29 Regulatory Bargaining Units.

30 When an employee takes leave which meets the criteria of FMLA leave, the employee
31 may request to designate the leave as FMLA leave or the Employer may designate
32 such leave as FMLA leave. This applies when the employee requests an unpaid leave
33 or is using applicable leave credits.

- 34 1. Employee Rights. Rights provided to employees under the terms of the Collective
35 Bargaining Agreement are not intended to be diminished by this Letter of
36 Understanding. Contractually guaranteed leaves of absence shall not be reduced
37 by virtue of implementation of the provisions of the Act.
- 38 2. Employer Rights. The rights vested in the Employer under the Act must be
39 exercised in accordance with the Act unless modified by the provisions of the
40 applicable Collective Bargaining Agreement.

- 1 3. Computation of the "twelve month period". The parties agree that an eligible
2 employee is entitled to a total of twelve (12) work weeks of FMLA leave during the
3 twelve (12) month period beginning on the first date the employee's parental,
4 family care, or medical leave is taken; the next twelve (12) month period begins
5 the first time leave is taken after completion of any twelve (12) month period.
- 6 4. Qualifying Purpose. The Act provides for leave with pay using applicable leave
7 credits or without pay for a total of twelve (12) work weeks during a twelve (12)
8 month period for one or more of the following reasons:
- 9 a. Because of the birth of a son or daughter of the employee and in order to care
10 for such son or daughter (parental leave);
- 11 b. Because of the placement of a son or daughter with the employee for adoption
12 or foster care (parental leave);
- 13 c. In order to care for the spouse, son, daughter, or parent of the employee, if
14 such spouse, son, daughter or parent has a serious health condition as defined
15 in the Act (family care leave);
- 16 d. Because of a serious health condition, as defined in the Act, that makes the
17 employee unable to perform the functions of the position of the employee
18 (medical leave).
- 19 5. Information to the Employer. In accordance with the Act, the employee, or the
20 employee's spokesperson if the employee is unable to do so personally, shall
21 provide information for qualifying purposes to the Employer.
- 22 6. Department of Labor Final Regulations and Court Decisions. The parties recognize
23 that the U.S. Department of Labor has issued its final regulations implementing the
24 Act effective January 16, 2009. However, the Employer may make changes
25 necessitated by any amendments to the Act and regulations or subsequent court
26 decisions. The Employer shall provide timely notice to the Union and opportunity
27 for the Union to discuss the planned changes. Such discussions shall not serve to
28 delay implementation of any changes mandated by law.
- 29 7. Complaints. Employee complaints alleging that the Employer has violated rights
30 conferred upon the employee by the FMLA may be taken to the Appointing
31 Authority, its designated representative or to the U.S. Department of Labor.
32 However, complaints involving the application or interpretation of the FMLA or its
33 Regulations shall not be grievable under the Collective Bargaining Agreement.
- 34 8. Eligible Employee. For purposes of FMLA family care leave, eligible employees
35 are those employees who have been employed by the Employer for at least twelve
36 (12) months and have worked at least 1,250 hours in the previous twelve (12)
37 months. An employee's eligibility for contractual leaves of absence remain
38 unaffected by this Letter of Understanding, however, such leaves will count
39 towards the employee's FMLA leave entitlement after the employee has been
40 employed by the Employer for at least twelve (12) months and has worked 1,250
41 hours during the previous twelve (12) month period. Where the term "employee" is

LETTER OF UNDERSTANDING #8

used in this Letter of Understanding, it means, “eligible employee”. For purposes of FMLA leave eligibility “employed by the Employer” means “employed by the State of Michigan.”

9. Twelve Work Weeks During a Twelve Month Period. An eligible employee is entitled under the Act to a combined total of twelve (12) work weeks of FMLA leave during a twelve (12) month period.

10. General Provisions.

a. Time off from work for a qualifying purpose under the Act (“FMLA leave”) will count towards the employee’s unpaid leave of absence guarantees as provided in the Collective Bargaining Agreement. Time off for family care leave will be as provided under the Act.

b. Employees may request and shall be allowed to use accrued annual or personal leave to substitute for any unpaid FMLA leave.

c. The Employer may designate a Leave of Absence under Plan C of the Voluntary Work Schedule Adjustment Program (VWSAP) as an FMLA leave if the employee provides information to the Employer that the leave is for a qualifying purpose under the Act, prior to the end of the leave. A Plan A reduced work schedule under the VWSAP may be designated by the Employer as an FMLA leave, if the employee provides information to the Employer that the leave is for a qualifying purpose under the Act.

d. Employees may request to use accrued sick leave to substitute for unpaid FMLA leave for the employee’s own serious health condition or serious health condition of the employee’s spouse, child, or parent.

e. The Employer may temporarily reassign an employee to an alternative position in accordance with the Collective Bargaining Agreement when it is necessary to accommodate an intermittent leave or reduced work schedule in accordance with the Act. Upon completion of an FMLA leave, employees shall be returned to their original positions in accordance with the Act.

f. Second or third medical opinions, at the Employer’s expense, may be required from health care providers where the leave is designated as counting against an employee’s FMLA leave entitlement in accordance with the Act.

g. Return to work from an FMLA leave will be in accordance with the provisions of the Act and the Collective Bargaining Agreement.

11. Insurance Continuation. Health Plan benefits will continue in accordance with the Act. However, contractual Health Plan benefits are not intended to be diminished by this provision.

12. Medical Leave. Up to twelve (12) work weeks of paid or unpaid medical leave during a twelve (12) month period, granted pursuant to the Collective Bargaining Agreement, may count towards an eligible employee’s FMLA leave entitlement.

13. Annual Leave. When an employee elects to use annual or personal leave, and it is determined, based on information provided to the Employer by that employee or that employee's spokesperson if the employee is unable to do so personally (in accordance with the Act), that the time is for a qualifying purpose under the Act, the Employer may designate the time as FMLA leave and it will be counted against the employee's twelve (12) work week FMLA leave entitlement if the time is either:

- a. To substitute for an unpaid intermittent or reduced work schedule; or
- b. When the absence from work is intended to be for five (5) or more work days.

14. Sick Leave. An employee may elect or the Employer may require the employee to use sick leave to substitute for unpaid leave taken for a qualifying purpose under the Act. Contractual requirements that an employee exhaust sick leave before a personal medical leave commences shall continue.

In addition, an employee will be required to exhaust sick leave credits down to eighty (80) hours before a FMLA family care leave commences. If it is determined, based on information provided to the Employer by that employee or that employee's spokesperson if the employee is unable to do so personally (in accordance with the Act), that the time is for a qualifying purpose under the Act, the Employer may designate the time as FMLA leave and it will be counted against the employee's twelve (12) work week FMLA leave entitlement if the time is either:

- a. To substitute for an unpaid intermittent or reduced work schedule; or
- b. When the absence from work is intended to be for five or more work days.

Annual leave or personal leave used in lieu of sick leave may be likewise counted.

15. Parental Leave. Except as specifically provided herein, contractual parental leave guarantees are unaffected by implementation of FMLA. An employee's entitlement to parental leave will expire and must conclude within twelve (12) months after the birth, adoption, or foster care placement of a child. However, in accordance with the Act, an eligible employee is only entitled to up to a total of twelve (12) work weeks of leave for foster care placement of a child. Up to twelve (12) work weeks of leave will be counted towards the FMLA leave entitlement. An employee may elect to substitute annual or personal leave for any portion of the unpaid parental leave. Intermittent or reduced work schedules may only be taken with the Employer's approval.

16. Light Duty. In accordance with the Act, if an employee voluntarily accepts a light duty assignment in lieu of continuing on FMLA leave, the employee's right to restoration to the same or an equivalent position, is available until twelve (12) weeks have passed within the twelve (12) month period including all FMLA leave taken and the period of light duty.

LETTER OF UNDERSTANDING #11

State Worker 4

The parties agree that employees assigned to the State Worker 4 classification in the Labor and Trades and Safety and Regulatory Bargaining Units will be paid in the range NERE 098P of the Compensation Plan. Issues related to State Worker 4 Compensation in the Department of Natural Resources are a proper subject of discussion at Departmental Labor/Management Meetings.

Employees in the Bargaining Units classified as State Worker 4 will be paid within the range as determined by the departmental Employer. These rates are not to be considered as steps in a pay range, and State Worker 4's do not advance through a pay range based on hours of service. Any negotiated across the board pay increase will not be applied to these pay rates unless mutually agreed otherwise. State Worker 4's are temporary (non-career) employees and are not normally eligible for any benefits, as listed in Appendix C. Should any State Worker 4 exceed 1040 hours of work in a calendar year, the parties will meet to address the issue of employee benefits.

LETTER OF UNDERSTANDING #11

Voluntary Work Schedule Adjustment Program—Michigan State Employees Association

Participation shall be on an individual and completely voluntary basis. An employee may volunteer to participate in the Program by submitting a completed standard Voluntary Work Schedule Adjustment agreement [form](http://www.michigan.gov/documents/VWSAPFRM92802_7140_7.pdf?20141212075000) (http://www.michigan.gov/documents/VWSAPFRM92802_7140_7.pdf?20141212075000) to his or her supervisor, a facsimile of which is attached and incorporated as part of this Agreement. Employees continue to have the right, by not submitting a standard agreement form, to not participate in any of the Program's two Plans.

Discretion to approve or disapprove an employee's request to participate in Plan A and/or Plan C is reserved to the supervisor and Appointing Authority. In all other cases, once approved, the individual agreement may be terminated by the Appointing Authority or the employee upon giving ten (10) working days written notice to the other (or less, upon agreement of the employee and the Appointing Authority). Termination shall be at the end of the pay period. Termination of the Agreement by the Appointing Authority shall not be grievable.

Plan A. Bi-Weekly Scheduled Hours Reduction.

A.1. Eligibility.

The parties agree that provisions of the voluntary work Schedule Adjustment Program Plan A shall not exclude probationary employees with at least 720 hours of satisfactory service from eligibility.

The parties also agree to include a new provision within Plan A which allows for up to one-week (40 hours) leave, which may be utilized within a single pay period once

1 during a fiscal year. Application, conditions for use and provisions for insurance, leave
2 accruals and service credits shall be the same as currently exist under Plan A.

3 Participation in Plan A does not alter the conditions for use of annual leave. It shall be
4 the employee's responsibility to monitor the balance in his/her annual leave counter.
5 Approval of annual leave for employees at the annual leave cap is not required.

6 A.2. Definition.

7 With the approval of the supervisor and the Appointing Authority, an eligible employee
8 may elect to reduce the number of hours for which the employee is scheduled to work
9 by one (1) to sixteen (16) hours per pay period. The number of hours by which the
10 work schedule is reduced shall remain constant for the duration of the Agreement.
11 The employee may enroll for a minimum of one (1) pay period. The standard hours
12 per pay period for the employee to receive the benefits of paragraphs A.3 and A.4
13 below shall be adjusted downward from eighty (80) by the number of hours by which
14 the work schedule is reduced, but not to an amount less than sixty-four (64.0) hours.
15 Time off on Plan A will be counted against an employee's twelve work week
16 entitlement under the Federal Family and Medical Leave Act, if such time off is for a
17 qualifying purpose under the Act and if all other requirements of the law and Collective
18 Bargaining Agreement are met.

19 A.3. Insurances.

20 All State-sponsored group insurance programs, including long term disability, in which
21 the employee is enrolled shall continue without change in coverages, benefits or
22 premiums.

23 A.4. Leave Accruals and Service Credit.

24 Annual leave and sick leave accruals shall continue as if the employee had worked or
25 was in approved paid leave status for eighty (80) hours per pay period for the duration
26 of the Agreement. State service credit shall remain at eighty (80) hours per pay period
27 for purposes of longevity compensation, pay step increases, employment preference,
28 holiday pay, and hours until rating. Employees shall incur no break in service due to
29 participating in Plan A.

30 Plan C. Leave of Absence.

31 C.1. Eligibility.

32 Full-time and part-time employees who have satisfactorily completed their
33 probationary period in the State classified service shall be eligible to participate in Plan
34 C. Permanent-intermittent employees are not eligible to participate.

35 C.2. Definition.

36 With the approval of the supervisor and the Appointing Authority, an employee may
37 elect to take one (1) unpaid leave of absence during the fiscal year for a period of not
38 less than one (1) pay period and not more than three (3) months. The three (3) month
39 period is not intended to be cumulative. Time off on Plan C leave will count against an

LETTER OF UNDERSTANDING #12

employee's twelve work week leave entitlement under the Federal Family and Medical Leave Act, if such time off is for a qualifying purpose under the Act and if all other requirements of the law and Collective Bargaining Agreement are met.

C.3. Insurances.

All State-sponsored group insurance programs with the exception of Long Term Disability (LTD) insurance, in which the employee is enrolled shall be continued without change in coverage, benefits, or premiums for the duration of the leave of absence, by the employee pre-paying the employee's share of the premiums for the entire period of the leave of absence. LTD coverage will not continue during the leave of absence, but will be automatically reinstated immediately upon termination of the leave of absence. If an employee is enrolled in the LTD insurance program at the time the leave of absence is initiated and becomes eligible for disability benefits under LTD during the leave of absence, and is unable to report to work on the agreed-upon termination date for the leave of absence, the return-to-work date shall become the date established for the disability, with the commencement of sick leave and LTD benefits when the sick leave or waiting period is exhausted, whichever occurs later.

C.4. Leave Accruals.

Accumulated annual leave, personal leave, and sick leave balances will automatically be frozen for the duration of the leave of absence. The employee will not accrue leave credits during the leave of absence.

C.5. Service Credit.

An employee shall incur no break in service due to participating in Plan C. However, no State service credit will be granted for any purpose.

LETTER OF UNDERSTANDING #12 **Human Resources Management Network (HRMN)**

During negotiations in 2001 the parties reviewed changes in terminology that resulted from the implementation of the new payroll-personnel system, HRMN. The parties have elected to continue to use terminology that existed prior to the implementation of HRMN even though that same terminology is not utilized in HRMN. The parties agree that the HRMN terminology does not alter the meaning of the contract language unless specifically agreed otherwise.

An example of this are the terms "transfer, reassignment, and demotion" which are called "job change" in HRMN. The HRMN history record will show each of these transactions as a job change, however they will continue to have the same contractual meaning they had prior to the implementation of HRMN.

LETTER OF UNDERSTANDING #13
Pre-Tax Deduction for Parking
Qualified Transportation Fringe Benefits

The Qualified Transportation Fringe Benefits Program is regulated by the Internal Revenue Service (IRS), and is offered to State of Michigan employees to enable them to use pre-tax dollars to pay for eligible parking expenses and MichiVan ridership fees. Eligible parking expenses include those incurred in a non-State owned or leased parking lot/ramp and metered parking. Eligible MichiVan expenses include ridership and parking fees. Employees can enroll by calling MI HR Service Center or logging on to MI HR Self-Service.

LETTER OF UNDERSTANDING #14
Fire/Crash Rescue Officers

This Letter of Understanding sets forth certain conditions of employment for permanent full-time Fire/Crash Rescue Officers, in classification codes 4091402, 4091403 and 4091404, employed in the Michigan Department of Military and Veterans Affairs National Guard bases.

The parties recognize that because the employees covered by this Letter of Understanding permanently work a minimum of a 106-hour pay period, certain equitable changes should be made in the granting and/or accumulation of fringe benefits so as to neither advantage nor disadvantage these employees when compared to other Bargaining Unit employees who work the traditional 80 hours per pay period. Such changes are based upon a recognized standard of a minimum 106 hours per pay period. In recognition of this, the parties agree as follows:

1. LTD Premiums and Benefits – Based on their hours worked, employees included in this Letter of Understanding will receive proportional consideration for premiums and benefits as employees on an 80-hour standard.
2. Completed Pay Period – Under this Letter of Understanding a pay period shall be a completed pay period if, a) an employee works their regularly scheduled hours, or b) those regularly scheduled hours are covered by approved leave time.
3. Paid Sick Leave – Employees covered by this letter shall be credited with 7.0 hours of paid sick leave for every completed pay period. Paid service in excess of a completed pay period will not be counted toward sick leave accumulation.
4. Paid Annual Leave:
Initial Leave Grant – Upon hire, each permanent employee shall be credited with an initial annual leave grant of twenty point eight (20.8) hours, which shall be immediately available, upon approval of the Employer, for such purposes as voting, religious observance, and necessary personal business. The twenty point eight hours (20.8) initial grant of annual leave shall not be credited to an employee more than once in a calendar year.

LETTER OF UNDERSTANDING #14

Allowance –Subject to the applicable payoff cap below.

Annual Leave shall be earned for each completed pay period as scheduled according to the following:

ANNUAL LEAVE ACCUMULATION SCHEDULE			
<u>Years</u>	<u>Accrual</u>	<u>Accumulation/Payoff</u>	
0-1	5.3 hours per pay period	396	344
1- 5 years	6.1 hours per pay period	396	344
5-10 years	6.9 hours per pay period	416	364
10-15 years	7.7 hours per pay period	435	383
15-20 years	8.5 hours per pay period	455	403
20-25 years	9.2 hours per pay period	461	409
25-30 years	10.0 hours per pay period	474	422
30-35 years	10.9 hours per pay period	474	422
35-40 years	11.7 hours per pay period	474	422
40-45 years	12.5 hours per pay period	474	422
45-50 years	13.3 hours per pay period		422
Etc.			

Paid service in excess of a completed pay period will not be counted toward annual leave accumulation. The cap on annual leave accumulation shall be 474 in accordance with the schedule above. No annual leave in excess of 240 hours shall be included in final average compensation for the purpose of calculating retirement benefits.

Personal Leave Grant – Permanent full-time non-Probationary employees shall receive two days of personal leave which shall equate to thirty-two (32) hours of personal leave to be used in accordance with normal requirements for annual leave usage.

5. Seniority Hours – Seniority shall be earned in accordance with the provisions of Article 11, Section A. of the primary Agreement. This provision shall be applied retroactively such that the seniority of Fire Crash Rescue Officers shall equate to their continuous service hours as recorded in the continuous service hours counter.

If the employee moves from a position that is based on a 106 hour standard to any other position that is based on an 80 hour standard, the Employer shall convert seniority hours of Service in accordance with the 80 hour standard prior to such move. Annual and sick leave accumulations will remain as earned, however, upon placement into the new position, the biweekly annual leave accrual will be based on the appropriate step in the annual leave accumulation schedule equivalent to years of service. Sick leave accrual will revert to the current 80 hour accumulation standard.

6. Continuous Service Hours – Employees will be credited with 80 continuous service hours for every completed pay period.
7. Probationary Service Ratings – Probationary service ratings shall be issued in accordance with current practice for 80 hour employees.
8. Hours to Step – For the purpose of crediting time toward scheduled step increases, a maximum of 80 hours will be credited to each employee each pay period in which a minimum of 80 hours of paid service is completed.
9. Overtime Compensation – Employees shall be compensated at the overtime rate for hours worked in excess of 106 in a 14-day work period or hours worked outside, of the employee's regular schedule. The work period is defined as 14 consecutive calendar days.
10. Holiday Pay – Employees shall receive 5.2 hours of compensatory time or cash payment per pay period in lieu of holiday pay. In even years for election day, employees shall receive 5.6 hours of compensatory time or cash payment per pay period in lieu of holiday pay. Requests to receive cash payment shall be submitted in writing annually, no later than August 15th, and shall become effective the first full pay period in October.
11. Temporary Military Leave of Absence – Employees shall be paid the difference between the gross military pay received and their regular rate of gross pay up to the amount the employee would normally receive based on the work schedule for that pay period. To be eligible for such payment, employees shall provide to the Employer a copy of their military pay record for such period of time.
12. Shift Differential – Will not be paid to employees.
13. Longevity – Eligibility and payment shall be in accordance with the current standard and schedule for 80 hour employees in accordance with the primary Agreement.
14. Lost Time – Hours which are regularly scheduled but not worked in a pay period and not covered by authorized Leave shall be considered lost time.
For Seniority Hours.- Lost time will be reflected on an hour-for-hour basis.
For Continued Service: For each 1.3 hours (or fraction thereof) of lost time, 1 hour (or appropriate fraction thereof) of lost time will be deducted from the employee's 80 hour counter, longevity counter, hours to step, service rating hours, and annual leave probation hours for that pay period.
15. Retirement – In accordance with State Employees Retirement Act.

LETTER OF UNDERSTANDING #15

**Between Michigan State Employees Association and the Department of
Natural Resources – Safety and Regulatory Unit and Office of the State
Employer**

The parties agree that employees in Seasonal positions will be allowed to place their names on the appropriate transfer list to be considered for full-time permanent positions at their current worksite. The application of the transfer process will continue to adhere to Article 13 of the contract and its identified parameters.

LETTER OF UNDERSTANDING #16

Motor Carrier Compensation

The parties have discussed the impact of the eighteen month probationary period on the compensation of Motor Carrier Officers. It is the intent of the parties to maintain the same pay progression that existed prior to the implementation of the eighteen month probationary period. The parties therefore agree to have the end of one year step in schedule A02-009 be equal to the end of one year step in schedule A02-009 E10. The parties further agree that a Motor Carrier Officer 09 will receive no additional increase based on their reallocation to the Motor Carrier Officer E10 level after 18 months of satisfactory service. Thereafter, progression through the schedule will continue in accordance with current practice.

LETTER OF UNDERSTANDING #17

Motor Carrier and State Property Security Officer Recruit School

The nature of training of Motor Carrier Officer (RCRT) 9's and State Property Security Officer 7's at the Michigan State Police Academy mandates the scheduling of at least twenty-four (24) hours per week in overtime. It is therefore agreed that the compensation paid to a Motor Carrier Officer (RCRT) 9 and State Property Security Officer (RCRT) 7 while in recruit school shall include base wages plus compensation for overtime at the rate of time and one-half (1 ½) as provided in this Agreement. The overtime earned prior to the completion of recruit school shall not be less than twenty-four hours times the number of weeks of recruit school, or the Employer agrees to pay the difference between overtime worked and the aforementioned amount. In the event that a Motor Carrier Officer (RCRT) 9 or State Property Security Officer (RCRT) 7 leaves employment prior to completion of recruit school, the overtime payment shall equal twenty-four hours times the number of weeks actually in attendance at the recruit school. Only completed weeks shall be counted in its computation.

LETTER OF UNDERSTANDING #18
Banked Leave Time Program FY 2005

1. Eligibility.

Permanent and limited-term, full-time, part-time, seasonal, and intermittent, probationary and non-probationary employees shall be required to participate in the Banked Leave Time Program (Program) known as Part B hours under the State's Annual and Sick Leave Program. Non-career employees are not eligible to participate in the Program.

2. Definitions and Description of Program.

An eligible employee shall work a regular work schedule, but receive pay for a reduced number of hours. The employee's base pay shall be reduced by four (4) hours per pay period for full-time employees and by a pro-rata number of hours for less than full-time employees. The employee will be credited with a like number of Banked Leave Time (BLT) hours for each biweekly pay period.

3. Hours Eligible for Conversion to Program.

The number of BLT hours for which the employee receives credit shall be accumulated and reported periodically to participating employees. During the term of the Program, an employee shall not be able to accumulate in excess of 188 BLT hours. Accumulated BLT hours shall not be counted against the employee's regular annual leave cap, known as Part A hours under the Annual and Sick Leave Program. The employee shall be eligible to use the accumulated BLT hours in a subsequent pay period in the same manner as regular annual leave, pursuant to Article 39.

4. Timing of Conversion of Unused Program Hours.

Upon an employee's separation, death or retirement from State service, unused BLT hours shall be contributed by the State to the employee's account within the State of Michigan 401(k) plan, and if applicable to the State of Michigan 457 plan. Such contributions shall be treated as non-elective Employer contributions, and shall be calculated using the product of the following: (i) the number of BLT hours and, (ii) the employee's base hourly rate in effect at the time of the contribution. If the amount of a projected contribution would exceed the maximum amount allowable under Section 415 of the Internal Revenue Code (when combined with other projected contributions that count against such limit), the State shall first make a contribution to the employee's account within the State of Michigan 401(k) plan up to the maximum allowed, and then make the additional contribution to the employee's account within the State of Michigan 457 plan.

5. Insurances, Leave Accruals and Service Credits.

Retirement service credits, overtime compensation, longevity compensation, step increases, continuous service hours, holiday pay, annual and sick leave accruals will continue as if the employee had received pay for the BLT hours. Premiums,

LETTER OF UNDERSTANDING #19

coverage and benefit levels for insurance programs (including LTD) in which the employee is enrolled will not be changed as a result of participation in the Program. Employees shall incur no break in service due to participation in the Program. Subject to legislative approval, the Program is not intended to have an effect on the Final Average Compensation calculations under the State's Defined Benefit Plan nor the salary used for Employer contribution calculations under the State's Defined Contribution Plan.

6. Relationship to Plan A and Plan C.

Before incurring unpaid Plan A or Plan C hours all BLT hours must be exhausted.

7. Term.

The Program shall be effective beginning with the first full pay period in January 2005, and continuing through the end of the pay period beginning October 9, 2005. The pay reduction and accrual provisions of the Program shall be in effect through the pay period ending October 22, 2005. There shall be no further BLT for the remaining term of the contract.

LETTER OF UNDERSTANDING #19

Firearm Storage

In order to promote the safe handling and storage of firearms, the departmental Employer shall reimburse employees, required to carry a firearm in the course of their duties, for costs related to securing and storing a department issued firearm. This one time reimbursement shall be for actual costs and shall not exceed \$100.00.

LETTER OF UNDERSTANDING #20

Article 8—Grievance Arbitration Tracking System

The Employer agrees to develop access to an arbitration listing and indexing system which would permit the parties to review cases previously decided between the parties for their potential value in resolving existing disputes. The cost (if any) of developing such access will be shared equally between the parties. In the event that a new arbitration listing and indexing system is developed, the Employer and MSEA shall meet to discuss the union's access.

LETTER OF UNDERSTANDING #21
Article 22, Section F—Foot Protection

During the **2011** negotiations, the parties agreed that in the Department of Natural Resources, the subject of seasonal and protective foot wear shall be a proper subject of secondary negotiations.

LETTER OF UNDERSTANDING #22
Article 35, Section A – Clothing Between the MSEA and the Michigan Department of State Police

The Michigan State Employees Association (MSEA) and the Michigan Department of State Police (MSP) understand and agree to the following:

1. For the purpose of requiring uniform boots, the Department will reimburse on an annual/bi-annual basis for summer boots.
2. The Department will reimburse for summer boots up to a maximum of one hundred dollars (\$100) every year or up to two hundred dollars (\$200) every two years.
3. Employees will be required to purchase boots according to the most current Division specifications.
4. Beginning May 15, 2006, employees may provide a receipt in accordance with Division procedure to request reimbursement.
5. The Division will continue to provide all weather boots to Motor Carrier Officers.

LETTER OF UNDERSTANDING #22A
Article 35, Section A – Clothing Between the MSEA and the Michigan Department of State Police

The Michigan State Employees Association (MSEA) and the Michigan Department of State Police (MSP) understand and agree to the following:

1. The Department will reimburse State Properties Security Officers on an annual/bi-annual basis for the purchase of footwear that is conducive to walking patrol.
2. The Department will reimburse the employee for the purchase up to a maximum of one hundred dollars (\$100.00) every year up to two hundred dollars (\$200.00) every two years.
3. Employees desiring to make a purchase will be required to follow Official Order 23 guidelines when making their selection.

LETTER OF UNDERSTANDING #23

4. Beginning October 1, 2008 employees may provide a receipt in accordance with MSP procedure to request reimbursement.

5. The Department will continue to provide all employees with all-weather footwear.

LETTER OF UNDERSTANDING #23

Between Michigan State Employees Association and State of Michigan, Office of the State Employer—Article 43 Section D

During negotiations in 2004, the parties agreed to implement the Disease Management Program known as Blue Health Connection and a PPO network for durable medical equipment and prosthetic and orthotic appliances effective October 1, 2005. Both of these programs will result in improved benefits for employees and a cost savings to the State Health Plan. The parties therefore agree to request Civil Service Commission approval to implement these provisions effective April 10, 2005 or as soon as administratively feasible thereafter.

During negotiations in 2015, the parties discussed the Blue Health Connection name change which is now known as Complex Chronic Condition Management.

LETTER OF UNDERSTANDING #25

Motor Carrier, Capital Security and Conservation Officers

The MSEA and the Office of the State Employer and the applicable Department agree to meet following the effective date of this Agreement upon request of either party to discuss related to the recruitment and retention of officers in these classifications. The committee review will include but not be limited to, training practices as well as scheduling and compensation issues. Findings which involve mandatory subjects of bargaining may be shared during negotiations for the next Agreement.

LETTER OF UNDERSTANDING #26

Article 13

During the course of negotiations in 2011, the parties discussed current and possible future changes in the workforce and departmental operations which may result in the displacement of Bargaining Unit employees. The parties agree to meet to explore options available for employees to pursue employment opportunities to avert displacement and/or attain state employment in the proximity of the original work location. Such options may include, but are not limited to, transferring or hiring qualified displaced employees for vacancies before others are hired. Any changes that would modify the Collective Bargaining Agreement would be implemented in a separate Letter of Understanding that would be submitted to the Civil Service Commission for approval.

LETTER OF UNDERSTANDING #27
Between MSEA and State of Michigan, Office of the State Employer—Article
39—Annual Leave Donation

The parties agree that having a uniform process for donation and receipt of annual leave across State government would increase efficiency and understanding of the procedure.

Following approval of this Agreement, the parties agree to address this issue in the Labor/Management Health Care Committee forum(s) to attempt to remove inconsistencies in the processes and draft a uniform procedure.

Proper subjects to be addressed at this meeting include, but are not limited to:

Conditions under which leave can be received and

Conditions under which leave can be donated, and

The procedure for making such a request.

Any changes that would modify the Collective Bargaining Agreement would be implemented in a separate Letter of Understanding that would be submitted to the Civil Service Commission for approval.

LETTER OF UNDERSTANDING #28
HAND WRITING ANALYSIS

The parties agree that, in the event the Employer determines handwriting analysis is appropriate, it shall be performed by an individual who possesses the education, training, experience and/or certification necessary to be recognized by a court as an expert witness in the specialty area of handwriting analysis.

LETTER OF UNDERSTANDING #29
Joint Healthcare Committee

During the 2011 negotiations, the parties discussed the mutual goal of designing and implementing health care plans, including ancillary plans, that effectively manage costs and that work to keep members healthy. To that end, the Employer and the Unions will convene a Joint Healthcare Committee (the "Committee") whose charges will include, but not be limited to:

- a. Analysis of current plan performance identifying opportunities for improvement;
- b. Investigate potential savings opportunities from re-contracting pharmacy or other carrier contracts;
- c. Review the current specialty pharmacy program and identify best-in-class specialty programs to use as a benchmark;

LETTER OF UNDERSTANDING #30

- d. Analyze current HMO plans to determine if they are a cost-effective means of providing high quality health care;
- e. Investigate impact on outcomes and costs of Value Based Benefit Designs;
- f. Identify opportunities for cost-containment programs and carve out programs;
- g. Investigate opportunities to save costs by modifying or otherwise limiting medical, professional and pharmacy networks;
- h. Review current chronic care management programs to determine effectiveness as well as ongoing member compliance;
- i. Investigate work place health and wellness programs and make recommendations with the goal of educating and motivating employees toward improved health and wellbeing;
- j. Make recommendations to increase voluntary participation in health and wellness screenings and benefits included in current health plans;
- k. Identify educational opportunities relative to facility and professional provider quality data, as well as designated centers of excellence.

As mutually agreed by the parties, independent subject matter experts and consultants may be called upon to assist the Committee in carrying out their charges.

Within 30 days of the effective date of the Agreement, each union shall appoint a representative to serve on the Committee and the Employer shall designate up to four representatives. The Committee will be jointly chaired by a representative designated by OSE and a representative designated by the Unions.

Monthly meetings of the Committee shall be scheduled with the first being held no later than 45 days following the effective date of the Agreement.

LETTER OF UNDERSTANDING #30 **NEOGOV**

During the course of negotiations in 2011, the parties discussed the changes in technology related to the hiring process; specifically the NEOGOV system. The parties have agreed to explore the use of this technology for mutually beneficial opportunities in order to streamline the transfer request process. Any changes that would modify the Collective Bargaining Agreement would be implemented in a separate Letter of Understanding that would be submitted to the Civil Service Commission for approval.

LETTER OF UNDERSTANDING #31
New Solutions Committee

During the 2011 negotiations, the parties discussed the role of labor management cooperation and collaboration in providing more efficient delivery of services to the citizens of Michigan. The parties recognize that the efficient delivery of services to the public should be mindful of the cost effectiveness, quality of delivery, accountability and public interest. The discussion encompassed the Unions' New Solutions Report, which encourages all stakeholders to work together in an open dialogue manner to achieve best in class public service.

The parties agreed to approach the New Solutions Report jointly with the goal of facilitating the development of positive programs relative to the effective use of resources. Such effective use of resources may include self-directed work teams or other empowerment initiatives as agreed by the parties to provide front line workers with the support needed to effectively perform their jobs.

The parties recognize that Lean Optimization can be a valuable tool in achieving the effective use of resources. Lean Optimization has the simple goal of helping state government work better for both its customers and its employees. Lean practices rely on joint participation between employees and management at all levels within the State. World class service cannot occur without such employee involvement.

Within sixty (60) days of the effective date of the Collective Bargaining Agreement, a New Solutions Committee will be established to explore innovative solutions to deliver better customer service and pursue better value from those who deliver the services. Each of the Coalition Unions may designate two (2) representatives to meet with the Office of the State Employer. Representatives from the Departments and/or the Civil Service Commission may participate as needed. The Committee will determine the meeting schedule and agenda. The parties agree on the value of utilizing outside independent facilitators trained in business Lean practices and will explore funding alternatives to engage mutually agreed upon Lean consultants.

LETTER OF UNDERSTANDING #33
Article 6
Union Dues and Fees

During 2013 Negotiations, the parties recognized that the MSEA has challenged the application of Public Act 349 of 2012, the public sector "Right to Work" Law, to employees in the classified service. The parties also recognized that the MSEA and others have challenged the overall legality of Public Act 349.

This contract amends Article 6 consistent with Public Act 349, with the express understanding that the MSEA maintains its challenges to the Act, as set forth in the pending International Union v Green, Court of Appeals No: 31478, (Application for Leave to Appeal to Supreme Court filed September 11, 2013). If the MSEA should prevail on its challenges, the parties agree to return to contract language in Article 6

LETTER OF UNDERSTANDING #34

in the 2011-2013 Collective Bargaining Agreement. The parties further agree to return to contract language in Article 6 in the 2011-2013 Collective Bargaining Agreement if Public Act 349 is otherwise held invalid by a State, or Federal Court, or Repealed.

LETTER OF UNDERSTANDING #34 **Article 43.T**

During the negotiations in 2013 the parties discussed the requirement in Article 43, Section T to attach the receipt for any reimbursed meal to the request for travel reimbursement for actual expenses up to the maximum reimbursable rate as provided in Article 43.

The Employer and Union agree to implement a pilot program to suspend the requirement to attach meal receipts to such requests. Since travel reimbursement is subject to departmental review, it remains the employee's responsibility to maintain supporting documentation of actual meal expenses incurred for which reimbursement from the Department was received.

The pilot program will continue for the duration of the Agreement unless the Office of the State Employer identifies problems that cannot be resolved after meeting with the Union. The Employer reserves the right to reinstate the requirement for receipts at any time during the pilot program if the parties fail to resolve any identified problems.

FOR THE UNION

FOR THE EMPLOYER

During the negotiations in 2015 this pilot program was suspended.

LETTER OF UNDERSTANDING #35 **Federal Excise Tax Implications**

The aggregate cost for the SHP PPO and HMO's extending into 2018 must fall below the federal excise tax thresholds established by the IRS under PPACA. The aggregate cost which must be counted toward the applicable 2018 federal excise tax threshold will be calculated in accordance with IRS guidelines.

The parties agree to meet to convene the Joint Health Care Committee no less than monthly beginning January 2016. The Committee shall jointly share the most recent information available, subject to change, including total premiums (employer and employee share) and employee pre-tax medical Flexible Spending Account (FSA) contributions in the aggregate cost.

The Committee shall also discuss various plans to maintain health care costs. Discussions shall include updates on the IRS regulations relative to the excise tax as well as all options to stay below the threshold.

Current deductibles and out of pocket maximums, as well as other plan provisions will also be discussed. Additionally, the parties will consider other options to maintain costs prior to plan design changes and/or reductions to the medical spending accounts.

It is the intent of the parties that the Joint Health Care Committee will utilize all options to avoid the excise tax. However, in the event such collaboration does not result in avoiding the excise tax, the parties will negotiate the terms of the health insurance plan with an end result that will provide the costs stay below the excise tax threshold.

The employer agrees to provide notice as soon as administratively feasible, but not later than July 13, 2017, of the SHP PPO rates and HMO rates for FY 18. If the aggregate cost for any one of the health insurance plans offered by the State for enrollment (the SHP PPO or any HMO's) extending into 2018 exceeds federal excise tax thresholds established by the IRS, the parties agree that beginning with the Flexible Spending Account (FSA) enrollment for calendar year 2018, the medical spending account option under Article 43, Section V will be reduced or eliminated to maintain aggregate cost below the applicable 2018 federal excise tax thresholds, unless prohibited by law, or if doing so would invalidate the plan in whole or in part resulting in additional costs to the employer and/or employees.

LETTER OF UNDERSTANDING #36
Wellness

During the 2015 negotiations, the parties discussed a number of issues relative to health care cost containment, including the impact of the excise tax contained within the Patient Protection and Affordable Care Act, PPACA.

These negotiations included discussing programs designed to target wellness in a manner that would be beneficial to the workers and could result in decreased costs to the group insurance program.

It is the intent of the parties to begin immediate discussions within the Joint Health Care Committee on the wellness concepts and identified during those negotiations.

LETTER OF UNDERSTANDING #39
Other Eligible Adult Individual-Health Insurance

Article 43 Sections D, E, F, H & L

Where the employee does not have a spouse eligible for enrollment in the State Health Plan, the plan shall be amended to allow a participating employee to enroll one other eligible adult individual, as set forth below:

To be eligible, the individual must meet the following criteria:

LETTER OF UNDERSTANDING #40

1. Be at least 18 years of age.
2. Not be a member of the employee's immediate family as defined as employee's spouse, children, parents, grandparents or foster parents, grandchildren, parents-in-law, brothers, sisters, aunts, uncles, or cousins.
3. Have jointly shared the same regular and permanent residence for at least 12 continuous months, and continues to share a common residence with the employee other than as a tenant, boarder, renter, or employee.

Dependents and children of another eligible adult individual may enroll under the same conditions that apply to dependents and children of employees.

In order to establish that the criteria have been met, the Employer will require the employee and other eligible adult individual to sign an affidavit setting forth the facts that constitute compliance with those requirements.

FOR THE UNION

FOR THE EMPLOYER

LETTER OF UNDERSTANDING #40 **Union Use of State's E-mail System**

Pilot Program

Where access to the State's e-mail system is otherwise available, the Employer agrees to a pilot program that permits use of the State's existing e-mail system by the Michigan State Employee Association (MSEA) Central Office for transmitting legitimate union business to bargaining unit employees. Any use of the State's e-mail system by a bargaining unit employee to review any such union materials transmitted must take place on non-work time only, e.g. breaks and lunch.

All legitimate union business transmitted through the state's e-mail system must be clearly identified as a union communication in the subject line, and must be of a reasonable size, volume, and frequency. The Employer shall have no liability to MSEA or an employee for the delivery or security of such transmittals.

No partisan political, or profane materials, or materials related to union elections, or materials defamatory or detrimental to the State, to MSEA, or to an individual employee, may be transmitted through the State's e-mail system. The Employer reserves the right to block any and all such material. MSEA will be notified of any blocked material. The State's e-mail system is not private and may be monitored at any time.

SETTLEMENT AGREEMENT

In the event the Office of the State Employer determines that MSEA's use of the State's e-mail system violates provisions of this Letter of Understanding, upon notice from the Office of the State Employer, MSEA shall promptly take steps to correct the violation. In the event of a repeat violation, the Office of the State Employer and MSEA shall meet and resolve the issue.

The program will continue through December 31, 2018 unless the Office of the State Employer identifies issues that cannot be resolved after meeting with MSEA. The Office of the State Employer reserves the right to cancel the program if the parties fail to resolve any identified issue(s).

FOR THE UNION

FOR THE EMPLOYER

SETTLEMENT AGREEMENT
Between STATE OF MICHIGAN and MICHIGAN STATE EMPLOYEES
ASSOCIATION (MSEA)

The aforementioned Parties hereby agree to settle the attached grievances based on the conditions set forth herein:

See Attached Spreadsheet

1. The parties acknowledge the Mittenthal decision (AAA 54 390 01208 09) further clarified the language in Article 12, Section A (1) (a) of the MSEA Collective Bargaining Agreement (CBA) does not require that the Employer consider funding source when issuing temporary layoff days (TLDs).
2. In addition, the parties acknowledge AAA 54 390 01208 09 further clarified that Article 12, Section A(1) provides the Employer may, but is not required to, layoff out of line of seniority because of function/specialty and/or funding source.
3. The number of TLDs outlined in Article 12 of the CBA will be reduced from twenty or less cumulative (20) days in a fiscal year to six (6) or less cumulative days in a fiscal year as long as the parties do not re-litigate provisions 1 and 2 above.
4. The Union hereby withdraws the attached list of grievances, with prejudice.
5. This settlement constitutes full and binding agreement of the parties and provides for a full resolution of said grievances.

/s/ Kenneth Moore

10/20/2011

Kenneth C. Moore, President

Date

Michigan State Employees Association

/s/ Valerie S. Hill

10/20/2011

SETTLEMENT AGREEMENT

- 1 Valerie S. Hill, Labor Relations Specialist Date
- 2 Office of the State Employer

MSEA #	DEPT	ISSUE	AAA Case #
LL10-017	MSP	TLD - Shutdown	54-390-373-10
LL10-018	Lottery	TLD - Shutdown	54-390-374-10
LL10-019	MDOT	TLD - Shutdown	54-390-375-10
LL10-020	Education	TLD - Shutdown	54-390-376-10
LL10-021	State	TLD - Shutdown	54-390-372-10
LL10-022	DMVA	TLD - Shutdown	54-390-387-10
LL10-023	DMB	TLD - Shutdown	54-390-388-10
LL10-024	DEQ	TLD - Shutdown	54-390-389-10
LL10-025	DIT	TLD - Shutdown	54-390-390-10
LL10-027	DNR	TLD - Shutdown	54-390-392-10
LL10-028	Treasury	TLD - Shutdown	54-390-394-10
LL10-029	Agriculture	TLD - Shutdown	54-390-395-10
LL10-030	MEDC	TLD - Shutdown	54-390-396-10
LL10-031	Auditor General	TLD - Shutdown	54-390-397-10
LL10-032	HAL	TLD - Shutdown	54-390-398-10
LL10-033	AG		
LL10-034	DCH	TLD - Shutdown	54-390-400-10
LL10-035	DHS	TLD - Shutdown	54-390-402-10
LL10-036	DLEG	TLD - Shutdown	54-390-371-10
LL10-041	Agriculture	TLD - Funding	54-390-489-10
LL10-042	AG		
LL10-043	Auditor	TLD - Funding	54-390-490-10
LL10-044	DCH		
LL10-045	DOC	TLD - Funding	54-390-544-10
LL10-046	Education	TLD - Funding	54-390-497-10
LL10-047	DLEG	TLD - Funding	54-390-545-10
LL10-048	DEQ	TLD - Funding	54-390-499-10
LL10-049	DHS	TLD - Funding	54-390-539-10
LL10-050	Lottery	TLD - Funding	54-390-496-10
LL10-051	DMB	TLD - Funding	54-390-540-10
LL10-052	MEDC	TLD - Funding	54-390-498-10
LL10-053	DIT	TLD - Funding	54-390-541-10
LL10-054	DMVA	TLD - Funding	54-390-542-10
LL10-055	DNR	TLD - Funding	54-390-494-10
LL10-056	State	TLD - Funding	54-390-495-10
LL10-057	MSP	TLD - Funding	54-390-546-10
LL10-058	MDOT	TLD - Funding	54-390-491-10

SETTLEMENT AGREEMENT

LL10-059	Treasury	TLD - Funding	54-390-543-10
LL10-060	Agriculture	TLD - Seniority	54-390-431-10
LL10-061	AG		
LL10-062	Auditor	TLD - Seniority	54-390-452-10
LL10-063	DCH	TLD - Seniority	54-390-432-10
LL10-064	MDOC	TLD - Seniority	54-390-449-10
LL10-065	Education	TLD - Seniority	54-390-469-10
LL10-066	DLEG	TLD - Seniority	54-390-468-10
LL10-067	DEQ	TLD - Seniority	54-390-460-10
MSEA #	DEPT	ISSUE	AAA Case #
LL10-068	DHS	TLD - Seniority	54-390-447-10
LL10-069	DIT	TLD - Seniority	54-390-448-10
LL10-070	Lottery	TLD - Seniority	54-390-459-10
LL10-071	DMB	TLD - Seniority	54-390-462-10
LL10-072	MEDC	TLD - Seniority	54-390-465-10
LL10-073	DMVA	TLD - Seniority	54-390-461-10
LL10-074	DNR	TLD - Seniority	54-390-680-10
LL10-075	State	TLD - Seniority	54-390-464-10
LL10-076	MSP	TLD - Seniority	54-390-453-10
LL10-077	MDOT	TLD - Seniority	54-390-455-10
LL10-078	Treasury	TLD - Seniority	54-390-458-10
LL10-026	MSP	TLD - Misc	54-390-391-10
LL09-107	Hogue (Group)	TLD - Misc	54-390-1232-9
LL09-117	Ken Moore	TLD - Misc	54-390-1119-9

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